

KCC - Growth, Environment and Transport Directorate (GET).

Equality Analysis / Impact Assessment (EqIA) template

Directorate/ Service:

Name of decision, policy, procedure, project or service: Kent Active Travel Fund Schemes: Gravesham: Gravesend to Northfleet (Overcliffe)

Pathway of Equality Analysis:

Summary and recommendations of equality analysis / impact assessment

Context

Kent County Council has ambitious targets for growth, and as a County Council we recognise that transport infrastructure and the environment are vital to creating sustainable developments and encourage people to live, work and play in Kent.

The ability to travel quickly and safely to our destinations requires a transport network that provides a variety of travel choices that supports a growing population. As such, we have developed initial concept designs in five locations within Kent which seek to create a safer environment for both walking and cycling to offer a real choice to our residents about how they can travel throughout the County. We have received funding for the following five schemes, which are still very much in an early design stage:

- Canterbury: Littlebourne Road - City Centre;
- Folkestone: Central Rail Station – Cheriton;
- Margate: Birchington – Westgate;
- Folkestone: Hythe – Dymchurch; and
- Gravesham: Gravesend – Northfleet.

Date Document Updated 08/12/2020

1

This document is available in other formats. Please contact diversityinfo@Kent.gov.uk or telephone on 03000 415 762

The proposed Schemes aim to encourage and enable active travel, which means walking or cycling as a means of transport in addition to leisure purposes – an attractive and realistic choice for short journeys. It can benefit health and wellbeing by incorporating physical activity into everyday routine as well as reduce the number of vehicles on the road and improve air quality.

We believe these improvements will enable local support for active travel and encourage future investment which will:

- Support our local high streets and businesses by increasing footfall and making efficient use of our road space;
- Address public health crises in our communities by enabling our residents to get active and stay healthy, and get their children walking and cycling to school;
- Encourage cycle friendly streets and public spaces which encourages sustainable tourism;
- Provide a variety of safe and efficient means of transport; and
- Improve air quality and create more pleasant and attractive places to live.

Aims and Objectives

This scheme aims to create a new cycle route along London Road / Overcliffe connecting Gravesend and Northfleet. It would provide a direct, convenient and safe active travel option through this busy urban area. The route will help cyclists access Gravesend Railway Station, Gravesend town centre, Imperial Retail Park and businesses to the north as well as residential areas and schools. The new route also connects with National Cycle Route 1 which links through to the coastal roads and Springhead to the south. This scheme could provide the foundation for the future development of a cycling network across the local area. This would make it easier for local journeys to be made by bike and provide an alternative to using the car for short trips.

All interventions are proposed to be permanent, subject to feasibility, statutory consultation and delivery. These interventions are shown in the available proposed Scheme concept plans showing context maps and proposed interventions; these proposed Scheme plans are available on the consultation section of KCCs website.

Measures could include:

- New cycle route along London Road / Overcliffe which is separated from traffic and pedestrians;
- Junction improvements to give cyclists greater priority;
- Bus stop improvements to reduce risk of conflict between cyclists and bus users;
- Crossing improvements for pedestrians and cyclists;
- Network of signs through the area to navigate cyclists and pedestrians; and
- Localised placemaking improvements along the new cycle route such as seating and tree planting.

Route length:

- 2 miles

Summary of equality impact

There are likely to be a mixture of positive and negative impacts on Protected Groups resulting from the proposed Scheme. Until the design is developed in more detail it is an initial screen of these impacts that is required, however it is currently thought that the impacts are likely to be felt on the following groups:

- Age;
- Disability;
- Sex / Gender;
- Religion; and
- Pregnancy and maternity.

Assuming that the mitigation outlined in the sections below is implemented it is judged that the proposed Scheme can **adjust and continue** with minor implications on Protected Groups.

Adverse Equality Impact Rating

I have found the Adverse Equality Impact Rating to be **Low**.

GET Document Control

Revision History

Version	Date	Authors	Comment
V0.2	04/12/2020	Ellie Lester (Author), WSP	
		Sophie Collins (Review), WSP	
		Gavin Lewis (Quality Assurance), WSP	
V1 (this should be assigned to the version the Director signs off)			

Document Sign-Off (this must be both the relevant Head of Service and the relevant Director)

Attestation

I have read and paid due regard to the Equality Analysis/Impact Assessment. I agree with the actions to mitigate any adverse impact(s) that has /have been identified.

Name	Signature	Title	Date of Issue
------	-----------	-------	---------------

Date Document Updated 08/12/2020

4

This document is available in other formats. Please contact diversityinfo@Kent.gov.uk or telephone on 03000 415 762

Tim Read		Head of Service	7/12/20
Simon Jones		Director	7/12/20

Part 1 - Screening

Could this policy, procedure, project or service, or any proposed changes to it, affect any Protected Group (listed below) less favourably (negatively) than others in Kent?

Social Baseline

Introduction

The local social profile for Kent has been compiled from publicly available data to provide context for and to inform the assessment. This comprises information on the following:

- Protected characteristic groups;
- Local communities; and
- Local community facilities and public transport.

A 1km study area has been used to identify facilities relevant to Protected Groups in line with professional judgement and experience on similar schemes.

The proposed Scheme is located within the local authority of the County of Kent which had a population of 1,581,600 in 2019¹.

Protected characteristic profile

Data from the Office of National Statistics (ONS) has been gathered on the following protected characteristics from Section 4 of the Act²:

- Age;

¹ NOMIS (2019), Labour Market Profile – Kent. Available at: <https://www.nomisweb.co.uk/reports/lmp/la/1941962885/report.aspx> (Accessed: 11 November 2020).

² Highways Agency (2011), Guide to Equality Impact Assessment.

- Disability;
- Race;
- Religion or belief;
- Sex / gender; and
- Sexual orientation.

Due to the lack of publicly available data, certain protected characteristics, including gender reassignment, marriage and civil partnership and pregnancy and maternity have not been included in the assessment. Although not required under the Act, the social profile also includes deprivation as it provides a measure of a combination of social-economic matrices.

Ethnicity and religion profile

The percentage of each ethnicity in Gravesham District as measured by the ONS, and as outlined in the 2011 Census, is presented in **Table 1**. It shows that the percentage of population classified as White British in Gravesham (77.1%) are lower than the England and Wales average percentage (80.5%). Population for other ethnicities in Gravesham are generally higher than the England and Wales average, especially for population classified as “Asian/Asian British: Indian”. This indicates that Gravesham is more diverse when compared to the general population in England and Wales, and therefore there may be additional receptors within the ‘Race’ Protected Group which may be affected by the proposed Scheme.

Table 1 Ethnicity breakdown of Gravesham and England and Wales (2011)³

Ethnic group	Gravesham		England and Wales	
	Total no.	% of total*	Total no.	% of total*
White: English/welsh/Scottish/Northern Irish/British	78,422	77.1%	45,134,686	80.5%
White: Irish	791	0.8%	531,087	0.9%
White: Gypsy or Irish Traveller	320	0.3%	57,680	0.1%
White: Other White	4,693	4.6%	2,485,942	4.4%
Mixed/Multiple Ethnic Groups: White and Black Caribbean	564	0.6%	426,715	0.8%
Mixed/Multiple Ethnic Groups:	359	0.4%	165,974	0.3%

³ NOMIS (2011), Ethnic group. Available at: <https://www.nomisweb.co.uk/census/2011/ks201ew> (Accessed: 11 November 2020).

White and Black African				
Mixed/Multiple Ethnic Groups: White and Asian	627	0.6%	341,727	0.6%
Mixed/Multiple Ethnic Groups: Other Mixed	516	0.5%	289,984	0.5%
Asian/Asian British: Indian	7,538	7.4%	1,412,958	2.5%
Asian/Asian British: Pakistani	550	0.5%	1,124,511	2.0%
Asian/Asian British: Bangladeshi	477	0.5%	447,201	0.8%
Asian/Asian British: Chinese	326	0.3%	393,141	0.7%
Asian/Asian British: Other Asian	1,713	1.7%	835,720	1.5%
Black/African/Caribbean/Black British: African	2,226	2.2%	989,628	1.8%
Black/African/Caribbean/Black British: Caribbean	456	0.4%	594,825	1.1%
Black/African/Caribbean/Black British: Other Black	203	0.2%	280,437	0.5%
Other ethnic group: Arab	94	0.1%	230,600	0.4%
Other ethnic group: Any other ethnic group	1,845	1.8%	333,096	0.6%

*Note: Percentages may not sum exactly due to rounding.

Proportion of different beliefs in Gravesham and England and Wales are provided in **Table 2**. It shows that the majority of the population in Gravesham is identified as Christian (60.8%) and the second largest group identifies as having no religious beliefs (21.5%). Gravesham also has a significantly higher percentage of population identified as Sikh. It also indicates that the population in Gravesham has a higher percentage than the England and Wales average (59.3%) that identified as Christian. This divergence from the English and Welsh average means there may be additional receptors within the 'Religion and Belief' Protected Group which may be affected by the proposed Scheme, however this will be explored further in the Screening and Full Assessment below.

Table 2 Percentage of people belonging to specific faiths in Gravesham and England and Wales (2011)⁴

Religion	Gravesham		England and Wales	
	Total no.	% of total*	Total no.	% of total*
Christian	61,891	60.8%	33,243,175	59.3%
Buddhist	333	0.3%	247,743	0.4%
Hindu	942	0.9%	816,633	1.5%
Jewish	54	0.1%	263,346	0.5%
Muslim	1,894	1.9%	2,706,066	4.8%
Sikh	7,743	7.6%	423,158	0.8%
Other religion	606	0.6%	240,530	0.4%
No religion	21,862	21.5%	14,097,229	25.1%
Religion not stated	6,395	6.3%	4,038,032	7.2%

*Note: Percentages may not sum exactly due to rounding.

Age profile

The age profile in Gravesham and England and Wales is provided in **Table 3** below. It shows that when compared to the England and Wales average, the percentage of the population in Gravesham is similar for ages between 75 and 84; lower for ages ranging between 18 and 74, 85 and over 90; and slightly higher for ages ranging between 0 and 17. Therefore there are not likely to be any significant number of additional receptors which could be affected by the proposed Scheme.

Table 3 Age profile in Gravesham and England and Wales (2011)⁵

Age range	Gravesham		England and Wales	
	Total no.	% of total*	Total no.	% of total*
0 – 4	6,647	6.5%	3,496,750	6.2%
5 – 7	3,894	3.8%	1,927,039	3.4%
8 – 9	2,381	2.3%	1,208,672	2.2%
10 – 14	6,529	6.4%	3,258,677	5.8%
15	1,305	1.3%	687,994	1.2%

⁴ NOMIS (2011), Religion. Available at: <https://www.nomisweb.co.uk/census/2011/ks209ew> (Accessed: 11 November 2020).

⁵ NOMIS (2011), Age structure. Available at: <https://www.nomisweb.co.uk/census/2011/ks102ew> (Accessed: 11 November 2020).

16 – 17	2,942	2.9%	1,391,235	2.5%
18 – 19	2,476	2.4%	1,460,156	2.6%
20 – 24	6,502	6.4%	3,807,245	6.8%
25 – 29	6,618	6.5%	3,836,609	6.8%
30 – 44	20,673	20.3%	11,515,165	20.5%
45 – 59	19,589	19.3%	10,886,135	19.4%
60 – 64	5,874	5.8%	3,377,162	6.0%
65 – 74	8,517	8.4%	4,852,833	8.7%
75 – 84	5,725	5.6%	3,115,552	5.6%
85 – 89	1,348	1.3%	825,671	1.5%
90+	700	0.7%	429,017	0.8%

*Note: Percentages may not sum exactly due to rounding.

Sex Profile

Table 4 presents the 2011 Census sex profile in Gravesham and England and Wales. It indicates that the percentage of males (all ages) and females (all ages) in Gravesham is in line with the England and Wales average in 2011. Therefore, there are not likely to be any significant number of additional receptors which could be affected by the proposed Scheme.

Table 4 Sex profile in Gravesham and England and Wales (2011)⁶

Sex	Gravesham		England and Wales	
	Total no.	% of total	Total no.	% of total
Male	50,139	49.3%	27,075,912	49.2%
Female	51,581	50.7%	28,502,536	50.8%

Disability

A total of 17,342 (17.0%), of the population in Gravesham are living with a long-term health problem or disability, lower than the England and Wales average 17.9%. A lower proportion of population in Gravesham (7.7%) with a long-term health problem or

⁶ NOMIS (2011), Usual resident population. Available at: <https://www.nomisweb.co.uk/census/2011/ks101ew> (Accessed: 11 November 2020).

disability find that their condition limits their day to day activities a lot than the England and Wales average (8.5%).⁷ Therefore there are not likely to be any significant number of additional receptors which could be affected by the proposed Scheme.

Index of Multiple Deprivation

The Indices of Multiple Deprivation (IMD) 2019 use a combination of information relating to income, employment, education, health, skills and training, barrier to housing and services, and crime to create an overall score of deprivation. These scores are then used to rank specific geographical extents. A low rank indicates higher, relative deprivation; hence the most deprived area is ranked 1. IMD data is broken down into smaller areas, known as Lower-layer Super Output Areas (LSOAs), which are a standard statistical geography designed to be of a similar population size, with an average of approximately 1,500 residents or 650 households.

The proposed Scheme lies within five LSOAs⁸: Gravesham 001A, Gravesham 001B, Gravesham 001D, Gravesham 002C and Gravesham 002F, with the majority of the proposed Scheme falling within Gravesham 002F.

Gravesham 001B and Gravesham 002F are more deprived when compared to Gravesham 001A, Gravesham 001D and Gravesham 002C:

- Gravesham 001B is located to the west of the proposed Scheme, and is the most deprived of the six LSOAs. It ranks 6,113 and is amongst the 20% most deprived neighbourhoods in the country. It is amongst the 20% to 40% most deprived neighbourhoods in the country in all domains of deprivation, except “Barriers to Housing and Services”, where it is amongst the 40% least deprived.
- Gravesham 002C is located to the south east of the proposed Scheme and is ranked 9,857 and is amongst the 40% most deprived neighbourhoods in the country. It is amongst the 10-50% most deprived neighbourhoods in the country for six of the domains of deprivation, including “Crime” where it is amongst the 10% most deprived. It is amongst the 30-50% least deprived neighbourhoods in the country for the remaining three domains (“Health Deprivation and Disability”, “Barriers to Housing and Services”, and “Income Deprivation Affecting Children”).
- Gravesham 002F is located to the north, east and south east of the proposed Scheme and is ranked 12,571, and is amongst the 40% most deprived neighbourhoods in the country. It is amongst the 10-50% most deprived neighbourhoods in the country in all domains of deprivation. It is especially deprived in “Crime” (amongst the 10% most

⁷ NOMIS (2011), Long-term health problem or disability. Available at: <https://www.nomisweb.co.uk/census/2011/dc3201ew> (Accessed: 11 November 2020).

⁸ Indices of Deprivation (2019), Indices of Deprivation. Available at: https://dclgapps.communities.gov.uk/imd/iod_index.html# (Accessed: 12 November 2020)

deprived) and “Education, Skills and Training”, “Health Deprivation and Disability” and “Income Deprivation Affecting Children” (all rated amongst the 20% most deprived).

- Gravesham 001D is located to the central sections of the proposed Scheme, and is ranked 12,742 and is amongst the 40% most deprived neighbourhoods in the country. It is in the 20-50% most deprived neighbourhood in the country in seven domains of deprivation, including “Crime” where it ranks amongst the 10% most deprived neighbourhoods in the country. It ranks amongst the 50% least deprived neighbourhoods for “Health Deprivation and Disability” and 30% least deprived neighbourhoods for “Barriers to Housing and Services”.
- Gravesham 001A is located to the central and southern sections of the proposed Scheme, and is the least deprived for the six LSOAs. It ranks 17,030 and is amongst the 50% least deprived neighbourhoods in the country. Its deprivation rank is mixed, and is ranked amongst the 20-50% most deprived neighbourhoods for five domains of deprivation (“Income Deprivation”, “Education, Skills and Training”, “Crime”, “Living Environment” and “Income Deprivation Affecting Children”), and 30-50% least deprived for the remaining four domains.

The range in deprivation levels between the affected LSOAs within the proposed Scheme areas means that people living and working within the proposed Scheme area are likely to use and uptake the proposed Scheme in different ways (including host and source destinations and means of travel). The way people travel and the routes that they take could also be influenced in areas where there are higher levels of petty or serious crime, from factors such as perceived safety or damage or theft of private property (e.g. bicycles).

Local Communities and Public Transport

Residential communities located within the 1km study area include the following:

- The areas of Northfleet and Gravesend;
- Residences located immediately adjacent to the proposed Scheme, along London Road, Marina Drive and Overcliffe;
- The Hill Northfleet, Springhead Road, Dover Road, Rural Vale, Gordon Road, Burnaby Road, Beresford Road, Fountain Walk, Marina Drive, St Mark’s Avenue, Burch Road, Pier Road, Lennox Road, St James’s Avenue, St James’s Street, Stuart Road and New Road which connect to the proposed Scheme;
- Waterside, located 20m south of the proposed Scheme;
- Church Path, located 50m north west of the proposed Scheme;
- Chestnut Close, located 50m north of the proposed Scheme;
- Covesfield, located 55m south of the proposed Scheme;

- Laburnum Grove, located 60m south of the proposed Scheme;
- Cross Road, located 90m north of the proposed Scheme;
- Lennox Avenue, located 95m south of the proposed Scheme; and
- St James's Road, located 100m south of the proposed Scheme.

Public transport, pedestrian and cycling facilities

- There are ten bus stops along the B2175 London Road;
- There are four bus stops along the A226 Overcliffe;
- There are several bus stops along The Hill Northfleet, Springhead Road and Thames Way; these roads run off the main proposed Scheme route;
- There is existing unsegregated provision for cyclists along the B2175 London Road which starts at the western extent of the proposed Scheme until it reaches the tunnel over Rosherville Way;
- There is some form of pedestrian pavement provision along the length of the proposed Scheme and there are four Zebra crossings along the B2175 London Road.
- National Cycle Route 1 intersects the proposed Scheme at the eastern extent of the B2175 London Road, and connect to a wider network across the city;
- There are no National Trails or Public Rights of Way within or in close proximity to the proposed Scheme;
- Gravesend railway station is located 175m south east of the proposed Scheme; and
- Northfleet railway station is located 975m north west of the proposed Scheme.

Local Community Facilities and facilities relevant to Protected Groups

The following text outlines those community facilities and other facilities relevant to Protected Groups within the study area for the proposed Scheme, and are shown on Figure 1. All distances provided are approximate.

Pre-schools and Nurseries

There are seven nursery school within 1km,

- Northfleet Nursery School, located adjacent to the proposed Scheme, at the centre of the proposed Scheme on London Road;
- Smart Start Day Nursery, located adjacent to the proposed Scheme at the eastern extent on Overcliffe;
- Little Angels Day Nursery, located 215m south of the proposed Scheme;

- Bronte Nursery, located 335m south of the proposed Scheme;
- Little Explorers Kindergarten and Nursery Hive, located 800m north west of the proposed Scheme;
- The Rainbow Tree Day Nursery, located 810m south east of the proposed Scheme; and
- Cecil Road Primary and Nursery School, located 940m south of the proposed Scheme.

Primary schools

There are ten primary schools within 1km of the proposed Scheme:

- Rosherville Church of England Academy, located adjacent to the scheme, at the eastern extent on London Road;
- St Botolph's Church of England Primary School, located 290m south of the proposed Scheme;
- St Joseph's Catholic Primary School, Northfleet, located 365m south of the proposed Scheme;
- Lawn Primary School, located 510m north west of the proposed Scheme;
- Copperfield Academy, located 580m south of the proposed Scheme;
- Wrotham Road Primary School, located 590m south east of the proposed Scheme;
- River Mill Primary School, located 620m east of the proposed Scheme;
- Holy Trinity Church of England Voluntary Aided Primary School, located 800m south east of the proposed Scheme;
- Chantry Community Academy, located 930m east of the proposed Scheme; and
- Cecil Road Primary and Nursery School, located 940m south of the proposed Scheme.

Secondary schools

There are two secondary school within 1km of the proposed Scheme:

- Mayfield Grammar School, Gravesend, located 585m south of the proposed Scheme; and
- Northfleet Technology College, located 815m south of the proposed Scheme.

Higher education

There are no higher education campuses within 1km of the proposed Scheme.

GPs, dentists and pharmacies

There are nine GP surgeries within 1km of the proposed Scheme:

- Beaumont Drive Surgery, located 245m south of the proposed Scheme;
- Pelham Medical Practice, located 295m south of the proposed Scheme;
- Gravesend Medical Centre, located 415m north east of the proposed Scheme;

- Parrock Street Surgery, located 480m east of the proposed Scheme;
- White Horse Surgery and Walk-In Centre, located 665m south of the proposed Scheme;
- The Forge Surgery, located 690m south of the proposed Scheme;
- The Gateway Medical Practice, located 765m south of the proposed Scheme;
- The Shrubbery Surgery, located 985m south of the proposed Scheme; and
- Old Road West Surgery, located 985m south of the proposed Scheme.

There are eight dentist surgeries within 1km of the proposed Scheme:

- Beaconsfield Dental Practice, located 90m north east of the proposed Scheme;
- J F Lynch and Associates, located 130 m east of the proposed Scheme;
- PMA Dental Care; located 340m south east of the proposed Scheme;
- Mr A A Tikare, located 365m south east of the proposed Scheme;
- Pelham Dental Studio, located 475m south of the proposed Scheme;
- Parrock Street Dental Care, located 480m east of the proposed Scheme;
- Gravesend Dental Clinic, located 570m south east of the proposed Scheme; and
- Dehbokri Dental Surgery, located 990m south of the proposed Scheme.

There are eight pharmacies within 1km of the proposed Scheme:

- Asda Pharmacy, located 30m north of the proposed Scheme;
- Hill Pharmacy, located 125m north west of the proposed Scheme;
- Boots, located 200m north east of the proposed Scheme;
- Darnley Pharmacy, located 290m south of the proposed Scheme;
- Regent Pharmacy, located 390m south east of the proposed Scheme;
- Gravesend Medical Pharmacy Centre, located 415m north east of the proposed Scheme;
- Pender Pharmacy, located 480m east of the proposed Scheme; and
- Lloyds Pharmacy, located 690m south of the proposed Scheme.

Hospitals

The Gravesham Community Hospital is located 40m north of the proposed Scheme.

Care homes

There are ten care homes located within 1km of the proposed Scheme:

- Overcliffe House, located adjacent to the proposed Scheme on Overcliffe;
- Windmill Lodge, located 145m south of the proposed Scheme;
- Benham Lodge, located 430m south of the proposed Scheme;
- Pelham Lodge, located 465m south of the proposed Scheme;
- The Hollies Residential Home, located 560m south of the proposed Scheme;
- Bluebird Care Gravesham and Dartford – Homecare and Live-in Care Services, located 745m east of the proposed Scheme;
- Alexandrias, located 810m south of the proposed Scheme;
- Ashley Down Nursing Home, located 900m south east of the proposed Scheme;
- Exclusive Care Ltd, located 915m south east of the proposed Scheme; and
- Edward Moore, located 925m south east of the proposed Scheme.

Places of worship and cemeteries / burial grounds

There are 15 places of worship within 1km of the proposed Scheme:

- Saint Mark's Church of Rosherville, located adjacent to the proposed Scheme on London Road;
- Our Lady of the Assumption RC Church, located 65m west of the proposed Scheme;
- Northfleet URC Church, located 110m south of the proposed Scheme;
- The Vicarage, located 150m north west of the proposed Scheme;
- The Church of Jesus Christ of Latter-day Saints, located 185m south of the proposed Scheme;
- Saint Botolph Church of England, located 200m north west of the proposed Scheme;
- Full Gospel Church, located 205m north of the proposed Scheme;
- St George's Church, located 315m north east of the proposed Scheme;
- St John the Evangelist RC Church, located 480m east of the proposed Scheme;
- Emmanuel Baptist Church, located 495m south east of the proposed Scheme;
- The Basileia Commission, located 505 m south east of the proposed Scheme;
- Elim Pentecostal Church Northfleet, located 700m south of the proposed Scheme;
- The Redeemed Christian Church of God, City of His Grace, located 890m north west of the proposed Scheme;
- Wycliffe United Reformed Church, located 950m south of the proposed Scheme; and
- All Saints, located 965m south of the proposed Scheme.

Other local facilities

There are nine convenience stores within 1km of the proposed Scheme:

- Aldi Northfleet Gravesend, located adjacent to the proposed Scheme on London Road;
- Iceland Gravesend, located 15m north of the proposed Scheme;
- Asda Gravesend Superstore, located 30m north of the proposed Scheme;
- Lidl Central Gravesend, located 160m north of the proposed Scheme;
- Tesco Gravesend Metro; located 170m east of the proposed Scheme;
- Farmfoods Gravesend, located 245m south east of the proposed Scheme;
- Budgens Clock Tower, located 700m east of the proposed Scheme;
- Tesco Gravesend Perry Street Express, located 895m south of the proposed Scheme; and
- Co-op Northfleet, located 920m south of the proposed Scheme.

There are four post offices within 1km of the proposed Scheme:

- Rosherville Post Office, located adjacent to the proposed Scheme on London Road;
- Gravesend Post Office, located 175m north east of the proposed Scheme;
- Royal Mail Gravesend Delivery Office, located 620m east of the proposed Scheme; and
- Post Office (Salisbury Road), located 750m south of the proposed Scheme.

There is one foodbank within 1km, located at Gravesend Methodist Church.

Screening

Based on the proximity of facilities relevant to Protected Groups, the local social profile and the nature of the proposed Scheme, the proposed Scheme is considered likely to have a **Low Negative** impact during construction on the Age, Disability, Sex, Religion and Maternity Protected Groups. This rating has been allocated because there are likely to be short-term and reversible negative impacts of the construction of the proposed Scheme on a small number of individuals from these groups, including noise and vibration impacts, temporary road closures and diversions, and delays to journey times. The proposed Scheme is also considered likely to have a **Low Negative** impact during operation on the Age and Disability Protected Groups, as these would be disproportionately impacted by the loss of the disabled parking spaces on London Road. It is considered that these effects can be mitigated using the actions outlined in Part 3 and below.

Date Document Updated 08/12/2020

17

This document is available in other formats. Please contact diversityinfo@Kent.gov.uk or telephone on 03000 415 762

It is also likely that there will be a **Medium Favourable** impact on the Age, Disability, Sex, Pregnancy / Maternity and Deprivation Protected Groups during operation, because there are likely to be a large number of individuals in these groups affected by the changes, and the benefits are likely to be felt in the medium/long-term. A **Low Favourable** impact on the Religious Protected Group was identified; the benefits were considered to be lower for this group as the uptake of the scheme is unlikely to be as high, but there may be some benefits associated with safer footways.

There are not considered to be any positive or negative impacts (during construction or operation) on the Gender Identity / Transgender, Sexual Orientation, Race or Marriage / Civil Partnership Protected Groups due to the absence of a clear relationship between these groups and the proposed Scheme.

Could this policy, procedure, project or service promote equal opportunities for this group?

The proposed Scheme and the consultation process offers the potential for engagement with relevant stakeholder groups and to foster good relations with local organisations and communities.

Please note that there is no justification for direct discrimination; and indirect discrimination will need to be justified according to the legal requirements

Protected Group	You MUST provide a brief commentary as to your findings, or this EqIA will be returned to you unsigned			High/Medium/Low Favourable Impact
	High Negative Impact	Medium Negative Impact	Low Negative Impact	
Age	-	-	Yes, during construction and operation. Impacts are likely to be felt during construction on pre-school aged children at Northfleet Nursery School and Smart	Yes, medium favourable impact during operation. Benefits are likely to be felt on pre-school and primary aged students who are able to safely cycle / walk to

			<p>Start Day Nursery and primary school aged children at Rosherville Church of England Academy. Impacts are also likely to be felt during construction and operation by elderly drivers / carers who use the two disabled parking spaces on London road as well as travelling to / from Overcliffe House and / or Gravesham Community Hospital. Young / elderly users of the adjacent bus stops would be adversely affected during construction.</p>	<p>school. Elderly people would benefit from safer crossings and wider footways during operation.</p>
Disability	-	-	<p>Yes, during construction and operation (unless suitably mitigated). Impacts are likely to be felt on disabled drivers / carers who use the two disabled parking spaces on London</p>	<p>Yes, medium favourable impact during operation. Disabled people would benefit from safer crossings and wider footways during operation.</p>

			road as well as when travelling to / from Overcliffe House and / or Gravesham Community Hospital. Disabled users of the adjacent bus stops would be adversely affected	
Sex (including gender)	-	-	Yes, during construction. Impacts are likely to be felt on women who undertake education escort trips,	Yes, medium favourable impact during operation. Women are likely to benefit from wider footways and safer crossings when providing education escort trips. Men are likely to benefit from safer cycling routes for commuting purposes.
Gender identity/ Transgender	-	-	-	No impact predicted during construction or operation. There is no evidence or data to show that this group would be directly adversely or beneficially impacted by the proposed Scheme.

Race	-	-	-	No impact predicted during construction or operation. There is no evidence or data to show that this group would be directly adversely or beneficially impacted by the proposed Scheme.
Religion and Belief	-	-	Yes, during construction. Impacts are likely to be felt on visitors to Saint Mark's Church of Rosherville, associated with construction noise and vibration and access.	Yes, low favourable impact during operation. There may be some benefits to users of these places of worship associated with the widened footways and safer cycleways and crossings, but it is more likely that a vehicle would be used to access them.
Sexual Orientation	-	-	-	No impact predicted during construction or operation. There is no evidence or data to show that this group would be directly adversely or

				beneficially impacted by the proposed Scheme.
Pregnancy and Maternity	-	-	Yes, during construction. Impacts are likely to be felt on women who undertake education escort trips.	Yes, medium favourable impact during operation. Women are likely to benefit from wider footways and safer crossings when providing education escort trips.
Marriage and Civil Partnerships	-	-	-	No impact predicted during construction or operation. There is no evidence or data to show that this group would be directly adversely or beneficially impacted by the proposed Scheme.
Deprivation	-	-	No impact predicted during construction. There is no evidence or data to show that this group would be directly adversely or beneficially impacted by the construction of the proposed Scheme.	Yes, medium favourable impact during operation. Poorer households are likely to use the walking and cycling network already so any improvements would benefit them.

Part 2 - Full Equality Analysis /Impact Assessment

As a result of the Screening in Part 1, it is concluded that there is potential for the following protected characteristics to be indirectly affected at a low negative level:

- Age;
- Disability;
- Sex / gender;
- Pregnancy and maternity; and
- Religion and belief.

It is anticipated that the following mitigation measures may further limit the impact on these protected characteristics and could improve uptake of the proposed Scheme. Further detail is also provided within Part 3. Additionally, an EqIA is iterative, and should any additional issues be raised through consultation these will be considered.

Information and Data used to carry out your assessment

The data sources used to identify baseline characteristics of the Study Area are referenced in full in the analysis below, but include:

- The ONS - <https://www.ons.gov.uk/>
- NOMIS - <https://www.nomisweb.co.uk/>
- The National Travel Survey 2019:
https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/906847/nts-2019-factsheets.pdf
- IMD mapping software: http://dclgapps.communities.gov.uk/imd/iod_index.html#
- Google Maps: <https://www.google.co.uk/maps>

Gaps identified include location-specific data relating to the Sexual Orientation and Gender Identity / Transgender Protected Groups, due to the absence of reliable sources of data on these groups at present.

Who have you involved consulted and engaged with?

The public consultation and programme for the schemes proposed under the Kent Active Travel Fund is as follows:

- 9 December 2020 – 19 January 2021: Undertake initial engagement to understand how people feel about walking and cycling improvements where they live, and to seek views on early ideas;

Date Document Updated 08/12/2020

23

This document is available in other formats. Please contact diversityinfo@Kent.gov.uk or telephone on 03000 415 762

- January 2021: Review feedback and issue report to inform scheme development; and
- Summer 2021: Public Consultation to seek views on the scheme designs which have been developed.

A number of key stakeholders relevant to Protected Groups have been identified, and who will be consulted with as part of this process. This includes active travel and accessibility groups (for example Sustrans, Bikeability, Living Streets), professional road users (for example taxi companies) and transport operators, education facilities, healthcare facilities, places of worship and local resident and community groups.

Specific organisations relevant to the disability Protected Group also to be consulted with are as follows:

- Kent Association for the Blind;
- Hi Kent (Support for Deaf and Hard of Hearing People);
- Kent Learning Disability Partnership Board;
- Disability Information Service Kent; and
- Kent Autistic Trust.

This EqlA is a live document and will be updated on a regular basis, particularly in light of any comments which arise during consultation.

Analysis

Age

During construction, there may be temporary disruption to pre-school school aged children, due to the proximity of the proposed Scheme to Northfleet Nursery School and Smart Start Day Nursery. This might include noise and vibration disruption as the works are conducted, and given there are no alternative access route options, there are likely to be journey delays and diversions. Operation of the proposed Scheme is not likely to directly affect or have a disproportionate impact on pre-school school aged children.

During construction, there may be temporary disruption to primary school aged children, due to the proximity of the proposed Scheme to Rosherville Church of England Academy. This might include noise and vibration disruption as the works are conducted, and given there are no alternative access route options, there are likely to be journey delays and diversions. According to the

National Travel Survey (NTS)⁹, 46% of children walk to school, with approximately 1% of primary aged children cycling to school. The average length and time of primary school trips is 1.6 miles (or 2.6km) so within the 1km study area. Therefore, there would likely be safety benefits of the operation of the proposed Scheme for those primary school aged children travelling to school on foot. The NTS also states that 46% of primary school aged children travel to school by car, for a number of reasons including traffic safety concerns. The provision of safe cycle paths and pavements as a result of the proposed Scheme could therefore increase the proportion of children travelling to school on foot or by bike, and therefore provide health benefits for local children. The benefits could particularly be felt for poorer households who are much less likely to have access to a car¹⁰, and who have to walk or cycle to school already.

Neither the construction or the operation of the proposed Scheme is likely to directly affect or have a disproportionate impact on secondary school aged children. Given the relative distance of the proposed Scheme from the secondary schools within 1km, the short duration of the construction period and given each has several access route options, there is not likely to be a high negative impact in terms of journey delays due to diversions. There are likely to be operational benefits for secondary school age children who will be able to travel more safely to school along the new improved cycle routes via active travel means. According to the National Travel Survey Factsheet¹¹, secondary school aged children are more likely to use public transport or walking, cycling or horse-riding (WCH) routes, with 37% walking, 31% taking the bus and 24% by car. Approximately 5% cycle to school. Therefore, any improvements to the WCH network will benefit this age group and could encourage cycling uptake.

The construction of the proposed Scheme, particularly any temporary road diversions, may cause temporary disruption and delays to residents of, carers at, and visitors to Overcliffe House, who would likely use the A226 to access facilities (including health facilities). Elderly drivers who use this road to access facilities, or Gravesham Community Hospital, might also be disproportionately impacted by any confusion caused by unfamiliar road layouts which might be in place during construction. Delays during construction might also impact journey times for carers and staff at Gravesham Community Hospital. Given that the Gravesham Community Hospital and Overcliffe House have alternative access route options, there is not likely to be a high negative impact in terms of journey delays due to diversions. The two allocated disabled parking spaces along London Road should be maintained throughout the construction period, or alternative provision provided.

⁹ National Travel Survey (2014) https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/476635/travel-to-school.pdf

¹⁰ Office for National Statistics (2011) <https://www.gov.uk/government/statistical-data-sets/nts07-car-ownership-and-access>

¹¹ National Travel Survey (2014) https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/476635/travel-to-school.pdf

The operation of the proposed Scheme would remove the two allocated disabled parking spaces along London Road, which might disproportionately affect elderly drivers or carers if not replaced with a suitable alternative. However, elderly residents of the area would likely benefit from the proposed Scheme, relating to wider footways (which are more likely to comfortably host wheelchairs and mobility aids) and safer crossing points.

Any changes to the access to the 14 bus stops along the A226 and B2175 as a result of the construction of the proposed Scheme might also indirectly and disproportionately impact elderly people and school-aged children, who are more likely to use public transport than other groups¹².

Disability

The construction of the proposed Scheme is unlikely to directly affect disabled people. The construction of the proposed Scheme, particularly any temporary road diversions, may cause temporary disruption and delays to local disabled residents, who would likely use the A226 and B2175 to access facilities (including health facilities). Disabled drivers who use this road to access facilities in the Gravesend and Northfleet, or Gravesham Community Hospital, might also be disproportionately affected by any confusion caused by unfamiliar road layouts which might be in place during construction. Any changes to the access to the 14 bus stops along the A226 and B2175 as a result of the construction of the proposed Scheme might also disproportionately affect disabled people and those with limited mobility¹³. Delays during construction might also impact journey times for carers and staff at Gravesham Community Hospital. Given that the Gravesham Community Hospital has alternative access route options, there is not likely to be a high negative impact in terms of journey delays due to diversions. The two allocated disabled parking spaces along London Road should be maintained throughout the construction period, or alternative provision provided to avoid negative impacts.

The operation of the proposed Scheme would remove the two allocated disabled parking spaces along London Road, which might disproportionately affect disabled drivers or carers if not replaced with a suitable alternative. However, disabled residents of the area would likely benefit from the operation proposed Scheme, particularly relating to wider footways (which are more likely to comfortably host wheelchairs and mobility aids) and safer crossing points.

¹² National Travel Survey (2020) https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/929992/annual-bus-statistics-year-ending-march-2020.pdf

¹³ National Travel Survey (2019) https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/906847/nts-2019-factsheets.pdf

The Wheels for Wellbeing's Annual Survey of Disabled Cyclists in 2019¹⁴ stated in its key findings that 51% of respondents have been unable to complete a journey due to inaccessible cycle routes and 32% have been unable to park their non-standard cycle. Opportunities should be sought to ensure that the network is also accessible for disabled cyclists, and that adequate cycle infrastructure is provided if found to be lacking, to reduce the possibility for indirect impacts.

Sex (including gender)

The proposed Scheme might indirectly impact a higher proportion of women during construction. Women are more likely than men to provide both education/escort trips and leisure trips¹⁵ (likely with children) and are much more likely to be responsible for childcare (according to the Office for National Statistics¹⁶). During construction, there may be traffic delays associated with diversions or re-routing, which are likely to disproportionately affect women as the primary escort providers. However once operational, the provision of wider pavements and safer crossings associated with the proposed Scheme would benefit women by providing a safe route to escort children to school on foot, or to provide leisure trips with infants, henceforth encouraging active travel. The provision of wider pavements along the proposed Scheme corridor may also benefit women with infants in prams or young children, as it would provide a safer travel route to access services in the Northfleet and Gravesend.

Men are much more likely than women to commute to work via bicycle (74% of commuters that cycle are men, 26% are women¹⁷), therefore the operation of the proposed Scheme is likely to benefit men, causing reduced journey times and safer travel routes. Delays associated with the construction of the proposed Scheme may also affect both men and women's ability to access key services at the maternity ward at Gravesham Community Hospital.

Gender identity and transgender

¹⁴ Wheels for Wellbeing's Annual Survey of Disabled Cyclists (2019) <https://wheelsforwellbeing.org.uk/wp-content/uploads/2020/07/WFWB-Annual-Survey-Report-2019-FINAL.pdf>

¹⁵ National Travel Survey (2019) https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/906847/nts-2019-factsheets.pdf

¹⁶ Office for National Statistics (2020) INAC01 SA: Economic Inactivity by Reason <https://www.ons.gov.uk/employmentandlabourmarket/peoplenotinwork/economicinactivity/datasets/economicinactivitybyreasonseasonallyadjustedinac01sa>

¹⁷ Office for National Statistics (2018) <https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/employmentandemployeetypes/articles/thecommutinggapmenaccountfor65ofcommuteslastingmorethananehour/2018-11-07>

There is no clear evidence, data or rationale to consider that the construction or operation of the proposed Scheme will have a direct or disproportionate impact on this group. This assumption will be reviewed following any consultation and during the detailed design stage.

Race

There is no clear evidence, data or rationale to consider that the construction or operation of the proposed Scheme will have a direct or disproportionate impact on this group. This assumption will be reviewed following any consultation and during the detailed design stage.

Religion and belief

There is the possibility that the construction of the proposed Scheme could indirectly and disproportionately impact this protected group, due to the vicinity of the proposed Scheme to several churches, especially Saint Mark's Church of Rosherville which is adjacent to the proposed Scheme. The tranquillity of the churches and any internal and external spaces such as churchyards could be impacted (albeit temporarily) by the construction of the proposed Scheme. There may be delays caused by visitors to the churches should the proposed Scheme require any temporary road diversions during construction, although there are alternative access route options, so this is not likely to be a high negative impact. There may be benefits to visitors of the churches during operation, due to the improved connectivity for walkers, cyclists and wheelchair users as a result of the operation of the route, however it is likely that a larger proportion of visitors would use a vehicle to access them.

Sexual orientation

There is no clear evidence, data or rationale to consider that the construction or operation of the proposed Scheme will have a direct or disproportionate impact on this group. This assumption will be reviewed following any consultation and during the detailed design stage.

Marriage and civil partnerships

There is no clear evidence, data or rationale to consider that the construction or operation of the proposed Scheme will have a direct or disproportionate impact on this group. This assumption will be reviewed following any consultation and during the detailed design stage.

Pregnancy and maternity

The proposed Scheme might indirectly impact a higher proportion of women during construction. Women are more likely than men to provide both education/escort trips and leisure trips¹⁸ (likely with children) and are much more likely to be responsible for childcare (according to the Office for National Statistics¹⁹). During construction, there may be traffic delays associated with diversions or re-routing, which are likely to indirectly and disproportionately impact women as the primary escort providers. However once operational, the provision of wider pavements and safer crossings associated with the proposed Scheme would benefit women by providing a safe route to escort children to school on foot, or to provide leisure trips with infants, henceforth encouraging active travel. The provision of wider pavements along the proposed Scheme corridor may also benefit women with infants in prams or young children, as it would provide a safer travel route to access services in Gravesend and Northfleet.

Deprivation

There are unlikely to be disproportionate impacts on poorer households during construction, but there are likely to be benefits during operation. Poorer households are much less likely to have access to a car²⁰, and therefore have an existing dependence on the walking and cycle network already, for education, employment or access to facilities. Any improvements to the safety or efficiency of this network would therefore benefit them.

Adverse Impact,

As outlined above, there is likely to be a low negative impact on the Age, Disability, Sex, Religion and Pregnancy / Maternity Protected Groups during construction. There is likely to be a low negative impact on the Age and Disability Protected Groups during operation. These effects are associated with changes to access to healthcare and other facilities, journey delays including for education escort, potential confusion resulting from changing road layouts for elderly and disabled drivers), removal of disabled parking spaces and noise and vibration disturbance. As stated above, the effects during construction are temporary, short term and reversible, however the following mitigation is still deemed to be required to minimise impacts as far as possible:

- Suitable signage and other accessible communications will be erected to advise of impending changes and access to the area will be retained during the construction of the proposed Scheme; and

¹⁸ National Travel Survey (2019) https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/906847/nts-2019-factsheets.pdf

¹⁹ Office for National Statistics (2020) INAC01 SA: Economic Inactivity by Reason <https://www.ons.gov.uk/employmentandlabourmarket/peoplenotinwork/economicinactivity/datasets/economicinactivitybyreasonseasonallyadjustedinac01sa>

²⁰ Office for National Statistics (2011) <https://www.gov.uk/government/statistical-data-sets/nts07-car-ownership-and-access>

- The local police, fire department and hospitals will be informed of changes to the road layouts and access to destinations during the construction of the proposed Scheme.

Positive Impact:

A low or medium favourable impact has been identified for the Age, Disability, Sex / Gender, Religion, Pregnancy and Maternity, and Deprivation Protected Groups, as outlined above. This is due to a number of factors including improved journey times, improved safety, and health benefits associated with active travel. However, it is considered that the actual scale of the benefits depends on the uptake of the scheme. Some measures to improve uptake include:

- To ensure uptake is maximised, it should be ensured that there is adequate provision for cycling infrastructure to safely store bicycles at the school;
- It is also recommended that Bikeability Training is provided for school-age children within the study area, which may give parents more confidence to allow their children to cycle independently to school, as well as giving the children themselves confidence. This is likely to therefore help to reduce car trips;
- It is recommended that the adequacy of resting places along the route is reviewed, and additional resting places provided if deemed unsuitable;
- Opportunities should be sought to ensure that the network is also accessible for disabled cyclists, and that adequate cycle infrastructure is provided if found to be lacking, to reduce the possibility for indirect impacts; and
- It is recommended that all crossings (both during construction and operation) are usable for those with sight or hearing impairments, and for wheelchair users. The proposed Scheme should consider the type of surfacing used along the route. It is recommended that tarmac is used to surface the route, as this would make the route accessible for those with disabilities. If this is not possible, the route is likely to be less accessible to some users.

JUDGEMENT

There are likely to be a mixture of positive and negative impacts on Protected Groups resulting from the proposed Scheme. Until the design is developed in more detail it is an initial screen of these impacts that is required, however it is currently thought that the impacts are likely to be felt on the following Protected Groups:

- Age;
- Disability;
- Sex / Gender;
- Religion; and

- Pregnancy and maternity.

Assuming that the mitigation outlined in the sections below is implemented it is judged that the proposed Scheme can **adjust and continue** with minor implications on Protected Groups.

Part 3 - Action Plan

Protected Characteristic	Issues identified	Action to be taken	Expected outcomes	Owner	Timescale	Resource implications
All Protected Characteristics	Issues identified in Parts 1 and 2 above may evolve following consultation, or new issues may be identified.	Conclusions will be revisited following consultation.	Fully inclusive and thorough assessment of impacts on Protected Groups, including a list of appropriate and approved mitigation items.	Kent County Council (Schemes Planning and Delivery)	Following public consultation	To be built into project resource plans
Age	Increased uptake of cycling by school aged children (relative to the baseline) as a result of the proposed Scheme	Adequate provision of cycling infrastructure to safely store bicycles at the school should be ensured.	Improvement in uptake of active travel to school.	Kent County Council (Schemes Planning and Delivery and School officers), local schools	Detailed design stage	To be built into project resource plans
Age	Increased uptake of cycling by school aged children	It is recommended that Bikeability Training is provided for school-age children in the study	This may give parents and caregivers more confidence to	Kent County Council (Schemes Planning and Delivery and School officers),	Post-Construction / Operation	To be built into project resource plans

Date Document Updated 08/12/2020

32

This document is available in other formats. Please contact diversityinfo@Kent.gov.uk or telephone on 03000 415 762

	(relative to the baseline) as a result of the proposed Scheme	area.	allow their children to cycle independently to school, as well as giving the children themselves confidence. This would therefore reduce car trips.	local schools and Kent Bikeability officer		
Age / Disability	Increased use of safer footpaths and crossings by elderly / disabled people	Design of the proposed Scheme should be in line with best practice guidance (such as Local Transport Note 1/20 ²¹ . It is recommended that the adequacy of resting places along the route is reviewed, and additional resting places included in the detailed design if deemed unsuitable.	Improvement in safe uptake of the proposed Scheme for elderly / disabled people, and those with limited mobility.	Kent County Council (Schemes Planning and Delivery) / Designer & Main Contractor (Amey)	Detailed design stage	To be built into project resource plans

²¹ Department for Transport (2020) Local Transport Note 1/20: Cycle Infrastructure Design
https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/906344/cycle-infrastructure-design-ltn-1-20.pdf

Age / Disability	Increased confusion associated with altered road layout during construction.	Suitable signage and other accessible communications will be erected to advise of impending changes and access to the area will be retained during the construction of the proposed Scheme.	Safer travel for elderly / disabled drivers during construction.	Kent County Council (Schemes Planning and Delivery) / Main Contractor (Amey)	Pre-Construction / Construction	To be built into project resource plans
Age / Disability	Changes in access / locations of bus stops for travel	Suitable signage and other accessible communications will be erected at bus stops to advise of impending changes and access to the area will be retained during the construction of the proposed Scheme.	Reduced disturbance to bus travel during construction.	Kent County Council (Schemes Planning and Delivery) / Main Contractor (Amey) / Gravesham Borough Council / Local bus operators	Pre-Construction / Construction	To be built into project resource plans
Age / Disability	Delays to access care homes and hospitals during construction	The local police, fire department and hospitals will be informed of changes to the road layouts and access to destinations during the construction of the	Informed decision-making and travel plans for carer trips.	Kent County Council (Schemes Planning and Delivery) / Main Contractor (Amey)	Pre-Construction / Construction	To be built into project resource plans

		proposed Scheme.				
Age / Disability	Removal or amendments to designated disabled parking or parking for eligible blue badge holders	Review of parking provision during detailed design and provision of alternatives if necessary	Avoidance of direct or indirect impact on these Protected Characteristic Group	Kent County Council (Schemes Planning and Delivery) / Designer & Main Contractor	Detailed design stage	To be built into project resource plans
Disability	Increased use of safer footpaths and crossings by disabled people and limited mobility	Design of the proposed Scheme should be in line with best practice guidance (such as Local Transport Note 1/20 ²² . It is recommended that all crossings (both during construction and operation) are appropriate for those with sight or hearing impairments. The proposed Scheme should consider the type of surfacing used along the route. It is	Improvement in safe uptake of Scheme for disabled people.	Kent County Council (Schemes Planning and Delivery) / Designer & Main Contractor (Amey)	Detailed design stage	To be built into project resource plans

²² Department for Transport (2020) Local Transport Note 1/20: Cycle Infrastructure Design
https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/906344/cycle-infrastructure-design-ltn-1-20.pdf

		recommended that tarmac is used to surface the route, as this would make the route accessible for those with disabilities. Opportunities should be sought to ensure the design is accessible and inclusive (including inclusive cycle parking infrastructure). If this is not possible, the route is likely to be less accessible to some users.				
Sex (including gender)	Delays to education escort trips, which would affect women	Suitable signage will be erected to advise of impending changes and access to the area will be retained during the construction of the proposed Scheme.	Informed decision-making and travel plans for education escort trips.	Kent County Council (Schemes Planning and Delivery) / Main Contractor (Amey)	Pre-Construction / Construction	To be built into project resource plans
Religion and Belief	Delays to access to	Suitable signage will be erected to	Informed decision-	Kent County Council (Schemes	Pre-Construction / Construction	To be built into project

	places of worship during construction.	advise of impending changes and access to the area will be retained during the construction of the proposed Scheme.	making and travel plans for trips to places of worship.	Planning and Delivery) / Main Contractor (Amey)		resource plans
--	--	---	---	---	--	----------------

Have the actions been included in your business/ service plan?

Yes/No

Next Steps

1. Having completed Part 3, then then please complete the Judgement and the Summary RAG Rating above, and submit this form to your Head of Service and Director for sign off. Once they have both signed, please send to GETcsp@kent.gov.uk and diversityinfo@kent.gov.uk with the title of the project clearly stated along with 'Final EqIA'. It will then be logged and published on the KCC Intranet as well as available to external customers upon request.
2. If the activity will be subject to a Cabinet decision, the EqIA must be submitted to Democratic Services democratic.services@kent.gov.uk along with the relevant Cabinet report.
3. The original signed hard copy and electronic copy should be kept with your team for audit purposes

