

Coldharbour Lane Roundabout

Equalities Impact Assessment –
Initial Screening
23 August 2019

Quality Management

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|-----------------------|--|-------------------------|--------|
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Appendices

Appendix A

1. Introduction

1.1 Scheme Introduction

Capita Property and Infrastructure has entered into a contract to provide design services for the Coldharbour Lane Roundabout enlargement scheme for Kent County Council (KCC). AMEY developed an initial concept design for KCC, from which Capita have developed the design.

The proposed scheme is to modify the existing Coldharbour Lane/A20 London Road roundabout to increase the capacity, as shown in Figure 1 Outline Layout. A scheme layout is included within Appendix A.

The highway improvements consist of the following:

- Re-alignment of the existing roundabout at the junction of Coldharbour Lane/A20 London Road;
- Removal of traffic signals at the existing roundabout;
- Increasing the number of approach lanes to 3 on the A20 London Road approaches and to 4 lanes on Coldharbour Lane approach and increasing the diameter of the new roundabout;
- Modification to adjacent pedestrian facilities, and;
- Modification to the existing approach to the roundabout from Kent Police Coldharbour Depot.



Figure 1 Outline Layout

2. Equality Impact Assessment

2.1 The Equality Act 2010

- 2.1.1 The Equality Act 2010 came in to force on 1st October 2010 and brought together over 116 separate pieces of legislation in to a single Act. The Act provides a legal framework to protect the rights of individuals that share defined 'protected characteristics' and advance equality of opportunity.
- 2.1.2 Those 'protected characteristics' which identify the vulnerable groups who may be disproportionately impacted upon, or discriminated against, are outlined in Table 1. Protection extends to those who are perceived to have these characteristics or who suffer discrimination because they are associated with someone who has that characteristic, e.g. cares for someone with a disability.

Table 1: Protected Characteristics Covered within an Equality Impact Assessment

| PROTECTED CHARACTERISTICS | PEOPLE AND ASPECTS INCLUDED |
|---|--|
| Gender | Men, women, married and single people; parenting, caring, flexible working and equal pay concerns |
| Religion or belief | People who have a religious belief; people who are atheist or agnostic; people who have a philosophical belief which affects their view of the world or the way they live. |
| Age | Children (0-16), young people (17-25), working age people (15-64) and elderly people (65 and over). |
| Disability | People with physical, mental, sensory, visible or hidden impairment (e.g. cancer, HIV, dyslexia). |
| Race | People from various ethnic groups, as for the Census categories, e.g. White British, Chinese, British Asians, Travellers, Gypsies, Roma, those who of Caribbean origin, people of mixed heritage, White Irish communities and people of other nationalities who reside in Britain. |
| Sexual orientation | Heterosexual and bisexual men and women, gay men and lesbians. |
| Gender reassignment (Transgender/transsexual) | Anyone who is proposing to undergo, are undergoing or have undergone a process for the purpose of reassigning their sex. |
| Pregnancy and maternity | Pregnant women and new mothers – protection against maternity discrimination (including as a result of breast feeding). |
| Marriage and civil partnership | People who are married or are civil partners. |

- 2.1.3 Section 149 of the Act provides for a Public Sector Equality Duty. This requires that public bodies such as KCC, in the exercise of their functions, give;

“due regard to the need to:

- (a) Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Act;*
- (b) Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;*
- (c) Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.”*

- 2.1.4 The duty also applies to private sector companies when carrying out functions or services on behalf of public sector bodies.

KCC's Equality and Human Rights Policy and Objectives (2016-2020) states:

“As a public sector organisation we follow the Public Sector Equality Duty (PSED) under the Equality Act 2010, to protect individuals from discrimination against people on the basis of their protected characteristics”

“As a significant service provider in the County we aim to deliver those services effectively to all members of the community on the basis of equal access in recognition of the diverse needs of different members of the community. Officers will assess the equality impact of new and existing processes, strategies and policies on our residents, communities and visitors to Kent. One of the ways in which KCC will do this is through conducting Equality Impact Assessments (EqIA's) to ensure that its PSED is central to its work and that any adverse impacts on a particular group are identified and addressed.”

2.2 Methodology

- 2.2.1 Highways England has developed guidance to the EqIA process. This guidance has been adopted as current industry practice for highway sector schemes. This guidance sets out the three key stages involved in an EqIA. The guidance was used to inform the approach for the EqIA of the Coldharbour Lane Roundabout improvements.
- 2.2.2 The key objective of the initial screening exercise was to identify which, if any, of the protected characteristics could experience direct or indirect disproportionate impacts, either positive or negative, thereby setting out whether or not a full EqIA is necessary.

The screening process is a process by which the following issues are considered:

- Whether there is evidence to suggest that any of the protected characteristics have particular sensitivities or needs in relation to the scheme;
- Whether there are existing inequalities or access barriers to services or developments which need to be considered;
- Whether there are particular community groups or stakeholders representing protected characteristics who have expressed interest or concerns about the proposed scheme.

2.3 Equality Impact Assessment

- 2.3.1 This document provides the EqlA for the scheme and assesses the level of impact the scheme may have on those protected groups for which the screening identified as having the potential to be disproportionately affected.
- 2.3.2 Table 2 below will form the basis of the assessment structure where either a high, medium or low negative or positive impact for each of the protected characteristic groups, based on professional judgement where there is no set guidance, will be assigned.
- 2.3.3 The EqlA has used the statistical information available from the Office for National Statistics based on an area search using the site post code. For this EqlA Aylesford and the County of Kent has been used for profile comparison.

Table 2: Proposed Equality Impact Assessment Structure

| Protected Group | High Negative Impact | Medium Negative Impact | Low Negative Impact | High/Medium/Low Positive Impact |
|---------------------------------|--|---|--|---|
| Age | Extent: Likely to affect the well-being of most or all people from the specified equality group. Duration: Long term. | Extent: Likely to affect the well-being of many people from the specified equality group. Duration: Medium term. | Extent: Likely to affect a small number of people from one or more equality groups. Duration: Short-medium term. Reversibility: Like to be | Assessment criteria proposed to follow that for negative impacts in terms of extent, duration and reversibility. |
| Disability | | | | |
| Gender | | | | |
| Gender Identity/ Transgender | | | | |
| Race | | | | |
| Religion and Belief | | | | |
| Sexual Orientation | | | | |
| Pregnancy and Maternity | | | | |
| Marriage and Civil Partnerships | | | | |

3. Local Social Profile

3.1 Introduction

3.1.1 Using data from the 2010 Census, available on the Office for National Statistics, a local social profile has been compiled from publicly available data to provide context for the assessment. For this assessment the 2010 Census provided information for Aylesford based upon the postcode for the site, with the County of Kent used for comparison. The data obtained comprised information on the following:

- Protected characteristic groups;
- Local Communities;

3.2 Protected Characteristics Profile

3.2.1 Data from the Office of National Statistics (nomis website) has been gathered on the following protected characteristics from Section 4 of the Equality Act 2010.

- Age
- Race
- Religion or belief
- Gender

Data for the other protected profiles is not available from the 2011 Census information.

3.2.2 Age Profile

The ONS 2011 Census information indicates that the percentage of population over 45 is slightly higher in Aylesford (40.3%) than within the County of Kent (35.8%).

Table 3: Age Profile of Aylesford and the County of Kent

| Age Group | Aylesford | | Kent |
|---------------------|----------------|-----------------------------|--|
| | Number in 2011 | Percentage of total in 2011 | Percentage of total population in 2011 |
| All usual residents | 4,930 | 100 | 100 |
| Age 0 to 4 | 243 | 4.9 | 6.1 |
| Age 5 to 7 | 155 | 3.1 | 3.5 |
| Age 8 to 9 | 104 | 2.1 | 2.2 |
| Age 10 to 14 | 296 | 6.0 | 6.2 |
| Age 15 | 70 | 1.4 | 1.3 |
| Age 16 to 17 | 148 | 3.0 | 2.7 |
| Age 18 to 19 | 126 | 2.6 | 2.6 |
| Age 20 to 24 | 222 | 4.5 | 6.0 |
| Age 25 to 29 | 197 | 4.0 | 5.7 |
| Age 30 to 44 | 917 | 18.6 | 19.3 |
| Age 45 to 59 | 1,093 | 22.2 | 19.8 |
| Age 60 to 64 | 325 | 6.6 | 6.6 |
| Age 65 to 74 | 567 | 11.5 | 9.4 |
| Age 75 to 84 | 335 | 6.8 | 6.0 |
| Age 85 to 89 | 84 | 1.7 | 1.6 |
| Age 90 and over | 48 | 1 | 0.9 |
| Mean Age | 42.7 | | 40.3 |
| Median Age | 44 | | 41 |

3.2.3 Ethnicity Profile

The ONS 2011 Census information indicates that the majority of the population in Aylesford is classified as White English, Welsh, Scottish, Northern Irish, British (93.6%), higher than the percentage in Kent (89.1%) for the same group. This shows that Aylesford is less ethnically diverse than other areas of the County of Kent.

Table 4: Ethnicity Profile of Aylesford and the County of Kent

| Ethnic Group | Aylesford | | Kent |
|--|----------------|--|--|
| | Number in 2011 | Percentage of total population in 2011 | Percentage of total population in 2011 |
| All usual residents | 4,930 | 100 | 100 |
| White: English, Welsh, Scottish, Northern Irish, British | 4,613 | 93.6 | 89.1 |
| White: Irish | 43 | 0.9 | 0.7 |
| White: Gypsy or Irish Traveller | 12 | 0.2 | 0.3 |
| White: Other White | 102 | 2.1 | 3.6 |
| Mixed/multiple ethnic group | 40 | 0.8 | 1.5 |
| Asian/Asian British | 84 | 1.7 | 3.3 |
| Black/Africa/Caribbean/Black British | 7 | 0.1 | 1.1 |
| Other ethnic group | 29 | 0.6 | 0.5 |

3.2.4 Religion or Belief Profile

The ONS 2011 Census information indicates that the majority of the population in Aylesford (68.6%) identify as Christian, while the next largest group identifies as having no religion (24.8%). Table 5 shows a profile of religious beliefs held within Aylesford and the County of Kent.

Table 5 Religious Group Profile of Aylesford and the County of Kent

| Religious Group | Aylesford | | Kent |
|---------------------|----------------|--|--|
| | Number in 2011 | Percentage of total population in 2011 | Percentage of total population in 2011 |
| All usual residents | 4,930 | 100 | 100 |
| Christian | 3,281 | 68.6 | 62.5 |
| Buddhist | 10 | 0.2 | 0.5 |
| Hindu | 17 | 0.3 | 0.7 |
| Jewish | 2 | 0.0 | 0.1 |
| Muslim | 53 | 1.1 | 1.0 |
| Sikh | 12 | 0.2 | 0.7 |
| Other | 22 | 0.4 | 0.4 |
| No religion | 1,222 | 24.8 | 26.8 |
| Religion not stated | 327 | 6.6 | 7.3 |

3.2.5 Gender Profile

The ONS 2011 Census information indicates that the percentage of males to females is the same within Aylesford as it is within the County of Kent

Table 6: Gender Profile of Aylesford and the County of Kent

| Gender | Aylesford | | Kent |
|---------------------|----------------|--|--|
| | Number in 2011 | Percentage of total population in 2011 | Percentage of total population in 2011 |
| All usual residents | 4,930 | 100 | 100 |
| Males | 2,410 | 48.9 | 48.9 |
| Females | 2,520 | 51.1 | 51.1 |

3.2.6 Disability Profile

The 2011 Census data does not provide a breakdown of the population with various disability classifications but lists them only with long-term health problems or disabilities. Within the County of Kent 17.6% of the population have a long-term health problem or disability which limits their day-to-day activities in comparison to 18.2% of Aylesford residents.

3.3 Summary of Protected Characteristics Profiles

3.3.1 None of the above variances appear to be significant in the context of the proposed scheme.

3.4 Land Use in Proximity to the Scheme

3.4.1 The adjacent land use is primarily fields with the Kent Police Coldharbour Depot and a permanent traveller site located to the south of the roundabout. Further to the west, along the A20 London Road, there is a residential development and mixed retail. To the east is another roundabout which serves a public house and the 20/20 Business Park.

3.4.2 There is a possible future development to the northwest of the Coldharbour Lane Roundabout. This assessment only takes in to consideration the impact on existing users of the Coldharbour Lane Roundabout.

3.5 Public Transport, Pedestrian and Cycling Facilities

3.5.1 Pedestrians

It is proposed to move the uncontrolled pedestrian crossing point, between the Coldharbour Lane Roundabout and the M20 junction 5, northwards to a location where driver movements can be better assessed by pedestrians wishing to cross the A20 Coldharbour Lane. Dropped kerbs and tactile paving will be provided which does not currently exist.

There are no public footpaths within, or adjacent, to the site. All pedestrian routes run alongside the A20 as pedestrian or shared pedestrian/cycle routes. This scheme will not remove, or reduce, any footway or cycleway provision.

3.5.2 Public Transport

The main A20 is used by public transport services between Snodland, Wrotham, Kings Hill, East Malling and Maidstone. There are no proposals to adversely affect the bus services or relocate bus stops as part of the works. Temporary disruption will be caused but will be kept to a minimum during the construction phase.

3.5.3 Cyclists

There is an existing shared footway/cycleway, on the southern side of the A20, which is being retained as part of the scheme. There will be minimal disruption to use of the route during the construction phase.

3.5.4 Commuters

Commuters from the residential dwellings to the east and west of Coldharbour Lane Roundabout are likely to use the roundabout to access the M20, Maidstone or Aylesford retail and employment areas.

The Allington Park and Ride service operates from a site east of the Coldharbour Lane Roundabout. Any commuters arriving from the M20 or Ditton and West Malling to use the Park and Ride facilities would have to use the Coldharbour Lane Roundabout.

There will be short-term disruption to commuters during the construction phase, but a long-term benefit provided through improved capacity.

4. Screening Grid

4.1 Screening Methodology

The objective of the initial screening exercise is to identify which, if any, of the protected characteristics could experience direct or indirect disproportionate impacts, either negative or positive. Based on the screening, a full EqIA would be necessary if the assessment identified high or medium negative impacts.

| Characteristic | Could this project affect this group less favourably than others in Kent? YES/NO If yes, how? | Assessment of potential impact HIGH/MEDIUM LOW/NONE UNKNOWN | | Provide details | Could this policy, procedure, project or service promote equal opportunities for this group? |
|--------------------|---|--|----------|---|--|
| | | Positive | Negative | | |
| Gender | No | None | | N/A | N/A |
| Religion or Belief | No | None | | N/A | N/A |
| Age | Yes | Medium | None | Elderly and infirm can become disorientated at new road layouts and changes to the normal routes they take on a regular basis. The improvements at the junction will introduce a clearer road layout and easier to navigate within a safer environment. Short term disruption during the construction will occur but will be mitigated through the use of approved traffic management and expected reduced traffic speeds during peak hours. | Yes. An improved driving environment will decrease driver confusion. |

| Characteristic | Could this project affect this group less favourably than others in Kent? YES/NO If yes, how? | Assessment of potential impact HIGH/MEDIUM LOW/NONE UNKNOWN | | Provide details | Could this policy, procedure, project or service promote equal opportunities for this group? |
|-------------------------|---|--|----------|---|--|
| | | Positive | Negative | | |
| Disability | Yes | Low | Low | <p>The proposal includes the relocation of an informal crossing point on the A20 Coldharbour Lane, between Coldharbour Lane Roundabout and the M20 Junction 5, which provides a link between the footway on the northern side of the A20 and houses in East Park Road. Any users crossing via the northern A20 footway will have an additional distance to travel and traffic lane to cross.</p> <p>Short term disruption during the construction will occur but will be mitigated through the use of temporary traffic management approved by the Highway Authority.</p> | Yes. Resurfaced footpaths, cleared of vegetation, with correctly installed dropped kerbs and tactile paving will assist mobility, especially for those with physical disabilities. |
| Race | No | | None | N/A | N/A |
| Sexual orientation | No | | None | N/A | N/A |
| Gender reassignment | No | | None | N/A | N/A |
| Pregnancy and maternity | No | | None | N/A | N/A |

5. Next Steps

There will be a low-level negative effect on the Disability group due to the relocation, northwards, of the uncontrolled pedestrian crossing. However, the crossing provision will be upgraded to provide the correct kerbing and tactile paving layout which will provide a positive effect. There will be a medium positive impact on the Age group as the roundabout layout will be clearer to navigate.

Whilst there are likely to be impacts on all groups during the construction phase, these will be short-term temporary impacts and have not be considered in this report. Suitable mitigation for the groups, during the construction phase, should be considered by Kent County Council and their approved contactor prior to start of construction.

As no medium or high negative impacts have been identified a full EqlA is not required. This document will be updated during the design stages and will incorporate any further information gained from consultation activities which could affect the outcome of the assessment.

6. Summary

This EqIA reviews the effects anticipated for the permanent constructed scheme with regard to the protected user groups.

There will be a low-level negative effect on the Disability group due to the relocation, northwards, of the uncontrolled pedestrian crossing. However, the crossing provision will be upgraded to provide the correct kerbing and tactile paving layout which will provide a positive effect. There will be a medium positive impact on the Age group as the roundabout layout will be clearer to navigate.

Whilst there are likely to be impacts on all groups during the construction phase, these will be short-term temporary impacts and have not be considered in this report. Suitable mitigation for the groups, during the construction phase, should be considered by Kent County Council and their approved contactor prior to start of construction.

There is a possible future development to the northwest of the Coldharbour Lane Roundabout. This assessment only takes in to consideration the impact on existing users of the roundabout and any future impacts should be dealt with through the planning process for any proposed development within that site.

Kent County council (KCC) – Project Manager

Name

RUSSELL BOORMAN.

Signature



Kent County Council (KCC) – Head of Service

Name

TIM ROAD

Signature

 27/8/2019

Appendix A

Scheme Layout Drawings

CLDHBR-CAP-HGN-00-DR-C-0035: General Arrangement



NOTES

1. ALL DIMENSIONS IN METRES UNLESS OTHERWISE STATED

2.2'

- 1.50m to 1.20m
- 0.90m to 0.75m
- 0.30m to 0.20m
- 0.15m to 0.10m

Scale 1:1000 for A3

Drawn by: [Name]

Checked by: [Name]

Approved by: [Name]

Date: [Date]

Project: [Project Name]

Sheet: [Sheet Number]

| | | | |
|--------|----------|---------|----------|
| Author | Designer | Checker | Approver |
| | | | |

For Review and Comment 53

Commercial in Confidence



Coltharbour Roundabout

General Arrangement

| | | | |
|-------------|----------|-------|-------|
| Scale | Units | North | Sheet |
| 1:500 | C3 | 03 | A0 |
| Project No. | Date | | |
| C3096347 | 04-05-19 | | |

Client: Kent County Council

Project: Coltharbour Roundabout

Sheet: C3096347-03-A0

CAPITA

Highways

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