

A20 London Road/Mills  
Road/Hall Road Junction  
Equalities Impact Assessment –  
Initial Screening  
23 August 2019

## Quality Management

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<b>Prepared by</b>	Graeme Lansell		
<b>Checked by</b>	Kim Still		
<b>Authorised by</b>	Andrew Burrows		

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# 1. Introduction

## 1.1 Scheme Introduction

Capita Property and Infrastructure has entered into a contract to provide design services for improvements to A20 London Road/Mills Road/Hall Road signalised junction for Kent County Council (KCC). AMEY developed an initial concept design for KCC, from which Capita have developed the design.

The purposed scheme is to modify the existing signalised junction to increase capacity, as shown on drawing A20HR/CAP/HGN/00/DR/C/0043 which is included within Appendix A.

The highway improvements consist of the following:

- Removal of junction signals and construction of new gyratory to provide additional traffic lanes;
- Reallocation of traffic lanes on the approaches to provide additional capacity for the key destinations;
- Installation of new puffin crossings on A20 London Road and Mills Road.
- Relocation of the bus stops to accommodate new gyratory.

## 2. Equality Impact Assessment

### 2.1 The Equality Act 2010

- 2.1.1 The Equality Act 2010 came in to force on 1<sup>st</sup> 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

<b>PROTECTED CHARACTERISTICS</b>	<b>PEOPLE AND ASPECTS INCLUDED</b>
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 A20/Mills Road/Hall Road junction 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 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 presenting protected characteristics who have expressed interest or concerns about the proposed scheme.

## 2.3 Equality Impact Assessment

2.3.1 This document provides the EqIA 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.

The EqIA has used the statistical information available from the Office for National Statistics based on an area search using the site post code. For this EqIA 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	<b>Extent:</b> Likely to affect the well-being of most or all people from the specified equality group.  <b>Duration:</b> Long term.	<b>Extent:</b> Likely to affect the well-being of many people from the specified equality group.  <b>Duration:</b> Medium term.	<b>Extent:</b> Likely to affect a small number of people from one or more equality groups.  <b>Duration:</b> Short-medium term.  <b>Reversibility:</b> Like to be	<b>Assessment criteria proposed to follow that for negative impacts in terms of extent, duration and reversibility.</b>
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 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 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 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 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 land use to the south of the junction consists of the Quarry Wood Industrial Estate which is a mixed use commercial site, while to the north and west the use is mainly residential. To the east of the site is the junction of Hermitage Lane which connects to Barming and the Maidstone Hospital. Further to the east is Coldharbour Lane Roundabout which connects to the M20 junction 5 which is also being improved to provide additional vehicle capacity.
- 3.3.2 There is a possible future development to the northwest of the Coldharbour roundabout. This assessment only takes in to consideration the impact on existing users of the A20 London Road/Mills Road/Hall Road junction.

### 3.5 Public Transport, Pedestrian and Cycling Facilities

#### 3.5.1 Pedestrians

There are controlled pedestrian crossings, associated with the existing traffic signal control of the junction, on all roads, with the exception of Hall Road. A zebra crossing is provided on Hall Road approximately 90m north of its junction with the A20 London Road.

With the proposed layout, the number of crossing points pedestrians need to use to cross Mills Road will be reduced from three to two and the number of traffic lanes will also be reduced. The length of dropped kerbs at the A20 London Road western crossing is currently below required standards for a puffin crossing. The width of all crossing areas available for pedestrians to stand will be increased to meet current guidance. The number of traffic lanes on the east and west bound approaches to the junction will also be reduced providing a reduced crossing time for pedestrians.

The direction of the crossing stagger will allow pedestrians to view on-coming traffic, as is recommended by current design guidance. This is not the case with the existing arrangements which make pedestrian walk facing away from the oncoming traffic.

There are no public footpaths within, or adjacent, to the site. All pedestrian routes utilise footways alongside the carriageway.

#### 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 two existing bus stops, located in laybys, adjacent to the junction on the A20 London Road. One is located on the eastbound carriageway to the east of the junction, with the other located on the westbound carriageway, on the western side of the junction. There are no bus stops on Hall Road or Mills Road affected by the proposals.

It is proposed to relocate both bus stops to the western side of the gyratory within new laybys. The bus stops will be located closer to the residential and commercial properties.

Temporary disruption will be caused to bus services, during the construction phase, but will be kept to a minimum.

### 3.5.3 Cyclists

There are no cycle lanes or shared footway/cycleways within the vicinity of the existing junction. Consideration has been given to the provision of cycle infrastructure within the revised junction, but was found non viable due to land and monetary constraints.

### 3.5.4 Commuters

The existing signalised junction is currently over capacity, causing significant delays to all users. The removal of the signals and creation of a gyratory will increase the available capacity and reduced delays.

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

## 4. Screening Grid

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. Signalised layouts can create conflict, with late lane changes in to the correct destination lane, where some directional road markings are obscured by queuing vehicles. The improvements at the junction will introduce a clearer road layout and easier to navigate within a safer environment. Short term disruption during 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 driver 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 proposed puffin crossing on Mills Road is located further away from the existing junction, requiring pedestrians to walk further to cross. However, pedestrians currently have to use three crossing points, where the proposal reduce this to two.</p> <p>The relocated bus stops will assist those with reduced mobility as they will be located closer to the main residential and commercial areas.</p> <p>Short term disruption during construction will occur but will be mitigated through the use of temporary traffic management approved by the Highway Authority.</p>	<p>Yes. Relocated bus stops, closer to the areas of demand will assist mobility.</p> <p>Reduced widths of carriageway crossings will increase safety for those with physical disabilities.</p>
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 of the crossing point on Mills Road, however the reduction in the number of road crossings will provide a low-level positive impact. The removal of the traffic signal control for vehicles at the junction will provide a medium-level positive benefit as the road layout will be clearer to negotiate.

Whilst there will be impacts on all groups during the construction phase, these will be short-term temporary impacts and have not been 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 EqIA 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 EqlA 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 additional distance required to walk to the puffin crossing in Mills Road. However, the reduction in the number of crossings required to cross from east to west, or vice-versa, along the southern side of the A20 London Road will provide a low positive impact.

The removal of the traffic signal control, which can cause conflict with drivers, will provide a medium positive benefit as the road layout will be clearer to navigate.

Whilst there will be impacts on all groups during the construction phase, these will be short-term temporary impacts and have not been 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.



Kent County Council (KCC) – Project Manager

Name \_\_\_\_\_

Signature \_\_\_\_\_

Kent County Council (KCC) – Head of Service

Name \_\_\_\_\_

Signature \_\_\_\_\_

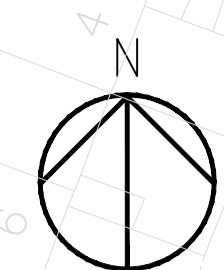
# Appendix A

## Scheme Layout Drawings

A20HR-CAP-HGN-00-DR-C-0043: General Arrangement



- NOTES:  
1. ALL DIMENSIONS IN METRES UNLESS OTHERWISE STATED.
- KEY:
- HIGHWAY BOUNDARY
  - CENTRAL ISLAND
  - FOOTWAY
  - CARRIAGEWAY
  - SPLITTER ISLAND



SAFETY, HEALTH AND ENVIRONMENTAL INFORMATION
In addition to the hazards/risks normally associated with the types of work detailed on this drawing, note the following:
CONSTRUCTION
MAINTENANCE/CLEANING
DECOMMISSIONING/DEMOLITION
It is assumed that all works will be carried out by a competent contractor working, where appropriate, to an approved method statement

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**CAPITA**  
Highways  
Capita House, Wood Street, East Grinstead, RH19 1UU  
01342 327161  
www.capitaproperty.co.uk  
Capita Property and Infrastructure Ltd.