

## EQIA Submission Draft Working Template

If required, this template is for use prior to completing your EQIA Submission in the EQIA App.

You can use it to understand what information is needed beforehand to complete an EQIA submission online, and also as a way to collaborate with others who may be involved with the EQIA.

Note: You can upload this into the App when complete if it contains more detailed information than the App asks for and you wish to retain this detail.

### Section A

#### 1. Name of Activity (EQIA Title):

Pencester Road

#### 2. Directorate

Highways & Transport

#### 3. Responsible Service/Division

Major Capital Programme Team

### Accountability and Responsibility

#### 4. Officer completing EQIA

Note: This should be the name of the officer who will be submitting the EQIA onto the App.

Christopher Bennett

#### 5. Head of Service

Note: This should be the Head of Service who will be approving your submitted EQIA.

Tim Read

#### 6. Director of Service

Note: This should be the name of your responsible director.

Haroona Chughtai

### The type of Activity you are undertaking

#### 7. What type of activity are you undertaking?

**Service Change** – operational changes in the way we deliver the service to people. Answer Yes/No

**Service Redesign** – restructure, new operating model or changes to ways of working. Answer Yes/No

**Project/Programme** – includes limited delivery of change activity, including partnership projects, external funding projects and capital projects. Answer Yes/No

Yes

**Commissioning/Procurement** – means commissioning activity which requires commercial judgement. Answer Yes/No

Yes

**Strategy /Policy** – includes review, refresh or creating a new document. Answer Yes/No

**Other** – Please add details of any other activity type here.

**8. Aims and Objectives and Equality Recommendations** – Note: You will be asked to give a brief description of the aims and objectives of your activity in this section of the App, along with the Equality recommendations. You may use this section to also add any context you feel may be required.

Project Background

This scheme has been identified through the overall Dover Fastrack project as an opportunity to improve journey times and improve reliability through Dover Town Centre. Also providing the opportunity for travel to and from port/Rail station.

EQIA Overview

On top of the benefits all users will experience, particular protected groups should experience additional benefits. The protected traits that should experience some improvements are:

- Age (Efficient can improve journeys for non-drivers)
- Disability (Efficient can improve journeys for non-drivers )

However, some protected traits will be negatively affected from the scheme:

- Age (Loss of parking may inhibit individuals that are less able to walk)
- Disability (Loss of parking may inhibit individuals that are less able to walk)

There will be some negative effects temporarily during construction:

- Age (Construction works may cause confusion, increase journey time through diversions and uneven surfaces could increase risk of tripping)
- Disability (Construction works may cause confusion, increase journey time through diversions, uneven surfaces could increase risk of tripping and unfamiliar routes may create difficulty for the visually impaired)
- Sex (Diversion routes not appropriately lit may affect a users feeling of safety)
- Gender (Diversion routes not appropriately lit may affect a users feeling of safety)
- Sexual Orientation (Diversion routes not appropriately lit may affect a users feeling of safety)
- Faith (Diversion routes not appropriately lit may affect a users feeling of safety)
- Race (diversion routes may be confusing for individuals with limited English fluency, diversion routes not properly lit may reduce the feeling of safety for ethnic minority individuals)
- Pregnancy (uneven surfaces may increase risk of tripping)

Appropriate mitigations are provided below.

**Section B – Evidence**

*Note: For questions 9, 10 & 11 at least one of these must be a 'Yes'. You can continue working on the EQIA in the App, but you will not be able to submit it for approval without this information.*

**9. Do you have data related to the protected groups of the people impacted by this activity? Answer: Yes/No**

Yes/No

**10. Is it possible to get the data in a timely and cost effective way? Answer: Yes/No**

No

<b>11. Is there national evidence/data that you can use? Answer: Yes/No</b>
Yes
<b>12. Have you consulted with Stakeholders?</b> Answer: Yes/No Stakeholders are those who have a stake or interest in your project which could be residents, service users, staff, members, statutory and other organisations, VCSE partners etc.
Yes
<b>13. Who have you involved, consulted and engaged with?</b> Please give details in the box provided. This may be details of those you have already involved, consulted and engaged with or who you intend to do so with in the future. If the answer to question 12 is 'No', please explain why.
Currently scheme has been through the TAP process. Public consultation is planned for October 2023.
<b>14. Has there been a previous equality analysis (EQIA) in the last 3 years? Answer: Yes/No</b>
No
<b>15. Do you have evidence/data that can help you understand the potential impact of your activity? Answer: Yes/No</b>
Yes
<b>Uploading Evidence/Data/related information into the App</b> Note: At this point, you will be asked to upload the evidence/ data and related information that you feel should sit alongside the EQIA that can help understand the potential impact of your activity. Please ensure that you have this information to upload as the Equality analysis cannot be sent for approval without this.
<b>Section C – Impact</b>
<b>16. Who may be impacted by the activity? Select all that apply.</b>
Service users/clients - Answer: Yes/No
Yes
Residents/Communities/Citizens - Answer: Yes/No
Yes
Staff/Volunteers - Answer: Yes/No
Yes
<b>17. Are there any positive impacts for all or any of the protected groups as a result of the activity that you are doing? Answer: Yes/No</b>
Yes
<b>18. Please give details of Positive Impacts</b>
In addition to the positive impacts identified for all residents and users of the scheme, specific positive impacts have been identified for the following protected characteristics: - Age

- Disability

Age:

Public transport is used frequently by older people and young people improvements to public transport efficiency will lead to a more reliable service allowing residents to use the service for learning, education, leisure, and health facilities more confidently.

Disability:

Public transport is used frequently by individuals that may be unable to drive as a result of their disability. improvements to public transport efficiency will lead to a more reliable service allowing residents to use the service for learning, education, leisure, and health facilities more confidently.

## Negative Impacts and Mitigating Actions

The questions in this section help to think through positive and negative impacts for people affected by your activity. Please use the Evidence you have referred to in Section B and explain the data as part of your answer.

### 19. Negative Impacts and Mitigating actions for Age

**a) Are there negative impacts for Age?** Answer: Yes/No

*(If yes, please also complete sections b, c, and d).*

Yes (whilst works are ongoing)

### b) Details of Negative Impacts for Age

Construction could result in temporary closures of footpaths for users, this may result in uneven footway surfaces which could affect young and older pedestrians and increase risk of tripping.

Pedestrians and road users may have to find alternative and more lengthy routes to access services (such as hospital, schools, public transport etc.).

Noise disruption from the construction works could cause anxiety and confusion for some people.

If access to services and access to transport is disrupted it could disproportionately impact elderly people's health and wellbeing as they may stop attending social groups, being active or attending health appointment.

Loss of parking could permanently effect individuals less able to walk.

### c) Mitigating Actions for Age

A safety audit will be completed at the design and construction stage. NMU audits will be undertaken to ensure due consideration is given to all road users.

Access to services kept clear with ramps where required

The design will meet all statutory requirements including the Equality Act 2010, with all good practices in mind.

Public engagement, via letter drops, websites, social media, and public meetings where appropriate, to ensure all users are aware of construction works/programme and any temporary access arrangements to ensure they can access and use the footway safely during the construction works.

Construction sites and diversion routes to follow health and safety regulations

Discussions being had with the local parish council about retaining some disabled parking.

<b>d) Responsible Officer for Mitigating Actions - Age</b>
<b>20. Negative Impacts and Mitigating actions for Disability</b>
<b>a) Are there negative impacts for Disability?</b> <i>Answer: Yes/No</i> <i>(If yes, please also complete sections b, c, and d).</i>
Yes
<b>b) Details of Negative Impacts for Disability</b>
<p>Construction will result in temporary closures of footpaths, for road users including pedestrians &amp; cyclists. This may temporarily disrupt access to essential services for disability groups meaning alternative routes may be required. Construction works can cause major obstructions on key walking routes and unexpected changes to the 'landscape' for visually impaired people. Road works could lead to uneven surfaces increasing risk of tripping. Construction works can be sprawling and noisy – causing confusion and anxiety for some people with disabilities. Loss of parking could permanently effect individuals less able to walk.</p>
<b>c) Mitigating Actions for Disability</b>
<p>A safety audit will be completed at the design and construction stage. NMU audits will be undertaken to ensure due consideration is given to all road users.</p> <p>The design will meet all statutory requirements including the Equality Act 2010, with all good practices in mind.</p> <p>Ensure designs are carried out in accordance with the Design Manual for Roads and Bridges (DMRB), which gives guidance based on current legislation for non-motorised users (NMU) and those with disabilities.</p> <p>The design will meet recommended guidance from the Department for Transport on inclusive mobility, the Kent Design Guide and associated standard details.</p> <p>The need for the scheme has been identified assessment by KCC in partnership with local District development and transport strategies.</p> <p>Risk assessment to be completed for affected groups prior to construction.</p> <p>Public engagement, via letter drops, websites, social media, and public meetings where appropriate, to ensure all users are aware of construction works/programme and any temporary access arrangements to ensure they can access and use the footway safely during the construction works. Construction sites and diversion routes to follow health and safety regulations with access to services kept clear with ramps where required.</p> <p>Discussions being had with the local parish council about retaining some disabled parking.</p>
<b>d) Responsible Officer for Mitigating Actions - Disability</b>
<b>21. Negative Impacts and Mitigating actions for Sex</b>
<b>a) Are there negative impacts for Sex?</b> <i>Answer: Yes/No</i> <i>(If yes, please also complete sections b, c, and d).</i>
Yes
<b>b) Details of Negative Impacts for Sex</b>
<p>During construction, women may feel unsafe using diversions away from usual walking or cycling routes or waiting in temporary structures or adjacent to construction sites due to fear of crime.</p>

<b>c) Mitigating Actions for Sex</b>
Public engagement, via notices, letter drops, websites, social media, and public meetings where appropriate, to ensure all users are aware of construction works/programme and any temporary access arrangements to ensure residents can access and use the station safely during the construction works. Ensure appropriate, lit diversion routes are chosen and well signed during the construction works.
<b>d) Responsible Officer for Mitigating Actions - Sex</b>
<b>22. Negative Impacts and Mitigating actions for Gender identity/transgender</b>
<b>a) Are there negative impacts for Gender identity/transgender?</b> <i>Answer: Yes/No</i> <i>(If yes, please also complete sections b, c, and d).</i>
Yes
<b>b) Details of Negative Impacts for Gender identity/transgender</b>
During construction, individuals that identify as transgender or non-binary may feel unsafe using diversions away from usual walking or cycling routes or waiting in temporary structures or adjacent to construction sites due to fear of crime.
<b>c) Mitigating actions for Gender identity/transgender</b>
Public engagement, via notices, letter drops, websites, social media, and public meetings where appropriate to ensure all users are aware of construction works/programme and any temporary access arrangements to ensure residents can access and use the walkway safely during the construction works. Ensure appropriate, lit diversion routes are chosen and well signed during the construction works.
<b>d) Responsible Officer for Mitigating Actions - Gender identity/transgender</b>
<b>23. Negative Impacts and Mitigating actions for Race</b>
<b>a) Are there negative impacts for Race?</b> <i>Answer: Yes/No</i> <i>(If yes, please also complete sections b, c, and d).</i>
Yes
<b>b) Details of Negative Impacts for Race</b>
During construction, communication barriers could cause confusion and anxiety for some ethnic groups in relation to the construction works due to the potential for a language barrier. Ethnic minority individuals may feel unsafe using diversions away from usual walking or cycling routes or waiting in temporary structures or adjacent to construction sites due to fear of crime.
<b>c) Mitigating Actions for Race</b>
Public engagement materials during construction to be available in alternative languages on request. Public engagement, via notices, letter drops, websites, social media, and public meetings where appropriate, to ensure all users are aware of construction works/programme and any temporary access arrangements to ensure residents can access and use the walkway safely during the construction works. Ensure appropriate, lit diversion routes are chosen and well signed during the construction works.
<b>d) Responsible Officer for Mitigating Actions – Race</b>

<b>24. Negative Impacts and Mitigating actions for Religion and belief</b>
<b>a) Are there negative impacts for Religion and Belief?</b> <i>Answer: Yes/No</i> <i>(If yes, please also complete sections b, c, and d).</i>
Yes
<b>b) Details of Negative Impacts for Religion and belief</b>
Individuals of different faiths may feel unsafe using diversions away from usual walking or cycling routes or waiting in temporary structures or adjacent to construction sites due to fear of crime.
<b>c) Mitigating Actions for Religion and belief</b>
Public engagement, via notices, letter drops, websites, social media, and public meetings where appropriate, to ensure residents can access and use the walkway safely during the construction works. Ensure appropriate, lit diversion routes are chosen and well signed during the construction works.
<b>d) Responsible Officer for Mitigating Actions - Religion and belief</b>
<b>25. Negative Impacts and Mitigating actions for Sexual Orientation</b>
<b>a) Are there negative impacts for sexual orientation.</b> <i>Answer:</i> <i>Yes/No (If yes, please also complete sections b, c, and d).</i>
Yes
<b>b) Details of Negative Impacts for Sexual Orientation</b>
Diversions away from usual walking or cycling routes or waiting in temporary structures or adjacent to construction sites may users feel uncomfortable due to the fear of crime.
<b>c) Mitigating Actions for Sexual Orientation</b>
Public engagement, via notices, letter drops, websites, social media, and public meetings where appropriate, to ensure all users are aware of construction works/programme and any temporary access arrangements to ensure residents can access and use the walkway safely during the construction works. Ensure appropriate, lit diversion routes are chosen and well signed during the construction works.
<b>d) Responsible Officer for Mitigating Actions - Sexual Orientation</b>
<b>26. Negative Impacts and Mitigating actions for Pregnancy and Maternity</b>
<b>a) Are there negative impacts for Pregnancy and Maternity?</b> <i>Answer: Yes/No</i> <i>(If yes, please also complete sections b, c, and d).</i>
Yes
<b>b) Details of Negative Impacts for Pregnancy and Maternity</b>
There is a possible increased risk of falls during work if pregnant women are walking unfamiliar routes. Unfamiliar routes could prove difficult for individuals travelling with young children or pushchairs.

<b>c) Mitigating Actions for Pregnancy and Maternity</b>
Construction sites and diversion routes to follow health and safety regulations. Diversion routes to be lit and well signed with ramped access to services as required.
<b>d) Responsible Officer for Mitigating Actions - Pregnancy and Maternity</b>
<b>27. Negative Impacts and Mitigating actions for marriage and civil partnerships</b>
<b>a) Are there negative impacts for Marriage and Civil Partnerships? Answer: Yes/No</b> <i>(If yes, please also complete sections b, c, and d).</i>
no
<b>b) Details of Negative Impacts for Marriage and Civil Partnerships</b>
<b>c) Mitigating Actions for Marriage and Civil Partnerships</b>
<b>d) Responsible Officer for Mitigating Actions - Marriage and Civil Partnerships</b>
<b>28. Negative Impacts and Mitigating actions for Carer's responsibilities</b>
<b>a) Are there negative impacts for Carer's responsibilities? Answer: Yes/No</b> <i>(If yes, please also complete sections b, c, and d).</i>
Yes
<b>b) Details of Negative Impacts for Carer's Responsibilities</b>
Diversions and major construction works may impact on travel plans if works are not known about in advance. Construction works and changes to the site area could affect planning for independent travel with client groups.
<b>c) Mitigating Actions for Carer's responsibilities</b>
Public engagement, via notices, letter drops, websites, social media, and public meetings where appropriate, to ensure all users are aware of construction works/programme and any temporary access arrangements to ensure they can access and use the footway safely during the construction works.
<b>d) Responsible Officer for Mitigating Actions - Carer's Responsibilities</b>