

**Kent County Council**  
**Equality Analysis / Impact Assessment (EqIA)**  
**for decisions, policies, procedures, projects or services**  
**Growth, Environment and Transport Directorate (GET).**

- Please complete this cover sheet, including the Document Control Section, and Part 1 initially.
- Part 1 will inform your decision on whether you need to complete Part 2
- Part 2 will inform your decision on whether you need to complete Part 3

Further guidance is available at [http://www.kent.gov.uk/data/assets/pdf\\_file/0019/11809/Equality-impact-assessment-policy-guidance.pdf](http://www.kent.gov.uk/data/assets/pdf_file/0019/11809/Equality-impact-assessment-policy-guidance.pdf)

**Name of decision, policy, procedure, project or service:**

*Proposal for a bus hub to be constructed in Barack Row, Gravesend. Scheme to be funded under the Local Growth Fund: Kent Thameside: Integrated Door – to Door Journeys.*

**Brief description of policy, procedure, project or service**

*Delivery of a Capital project within the Kent Thameside area funded by LSTF.*

**Aims and Objectives**

*Kent Thameside: Integrated Door-to-Door Journeys comprises a package of measures to reduce congestion and improve accessibility through the delivery of a fully integrated sustainable transport network, allowing the user to transfer seamlessly between modes and making sustainable transport a real alternative to the private car. The proposed scheme seeks to improve the layout and facilities for buses in Gravesend by creating a purpose built bus hub in Barack Row. Proposed improvements to create a Bus Hub include concentrating services in one area resulting in a bus waiting area, increased and prioritised pedestrian facilities and more room on the road for bendy buses. It should provide a nicer and safer environment for all users.*

# Document Control

## Revision History

Version	Date	Authors	Comment
V0.1	03/01/2018	Iona Rogulski & Claire Weeks	First Draft
	18/01/2018	Akua Agyepong	Comments for Review
	13/02/2018	Claire Weeks	Second Draft – comments considered
	23/05/2018	Claire Weeks	Third Draft
	15/05/2019	Claire Weeks	Fourth Draft
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 (for paper copy only)	Title	Date of Issue
		Head of Service	
		Director	

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## Part 1 - Screening

Regarding the decision, policy, procedure, project or service under consideration,

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?

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

**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	Please provide a brief commentary as to your findings			High/Medium/Low Favourable Impact
	High Negative Impact	Medium Negative Impact	Low Negative Impact	
Age		<ul style="list-style-type: none"> <li>Construction will result in temporary closures of footpaths for users, this may result in uneven footway surfaces which could affect young and older pedestrians.</li> <li>Pedestrians and road users may have to find alternative and more lengthy routes to access services (such as hospital, schools, public transport etc.).</li> <li>Noise disruption from the construction works could cause anxiety and confusion for some people. If access to</li> </ul>		<p><b>HIGH FAVOURABLE</b></p> <ul style="list-style-type: none"> <li>Public transport is used frequently by older people and young people (particularly to and from school) and improvements to access and facilities will increase confidence in using the service and therefore increase its use for learning, education, leisure and health.</li> <li>Improvements in infrastructure such as improved bus stopping points, pedestrian crossings, dedicated</li> </ul>

		<p>services and access to transport is severely disrupted it could affect older people's health and wellbeing as they may stop attending social groups, being active or attending health appointments.</p> <ul style="list-style-type: none"> <li>• Temporary bus stops will be required for the duration of the works and may not be sited in areas with similar pedestrian access.</li> </ul>		<p>interchange infrastructure and wayfinding will significantly improve the user experience, leading to increased use, improved traffic safety, reduced fear of crime and increased confidence to make independent journeys for school, social, recreation and travel to essential services.</p> <ul style="list-style-type: none"> <li>• Safer access for buses, improves safety for users of this travel mode and pedestrians. Clear and organised routes and dedicated waiting/ turning areas help avoid confusion in new areas often experienced by young or older people.</li> </ul>
<b>Disability</b>		<ul style="list-style-type: none"> <li>• 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.</li> <li>• Construction works can cause major obstructions on key walking routes and unexpected changes to the 'landscape' for blind and partially sighted people.</li> <li>• Construction works can be sprawling and noisy – causing confusion and anxiety for some disabled people.</li> <li>• If access to services and access to transport is disrupted it could affect disabled people's health and wellbeing as they may stop attending social groups, being active or attending</li> </ul>		<p><b>HIGH FAVOURABLE</b></p> <ul style="list-style-type: none"> <li>• Disability elements of the Equality Act will be implemented, which will incorporate inclusive facilities accessible to disabled people.</li> <li>• Public Transport is used frequently by disabled people with mild to moderate disabilities and improvements to access and facilities will increase confidence in the service and use for learning, education, leisure and health.</li> <li>• Improved access around the Gravesend Transport Quarter, and specifically the Barack Row Bus Hub, will include improvements to pavements and highway surfaces.</li> <li>• Safer access for buses, improves safety for users of this travel mode</li> </ul>

		health appointments.		and pedestrians. Clear and organised routes and dedicated waiting/ turning areas help avoid confusion in new areas often experienced by people with disabilities.
<b>Gender</b>			<ul style="list-style-type: none"> <li>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.</li> </ul>	<b>MEDIUM FAVOURABLE</b> <ul style="list-style-type: none"> <li>Feel safer using public transport interchanges and bus stops – increased confidence when travelling for employment, learning, health and social activities.</li> </ul>
<b>Gender identity/ Transgender</b>			<ul style="list-style-type: none"> <li>Transgender people 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.</li> </ul>	<b>MEDIUM FAVOURABLE</b> <ul style="list-style-type: none"> <li>Feel safer using public transport interchanges and bus stops – increased confidence when travelling for employment, learning, health and social activities.</li> </ul>
<b>Race</b>			<ul style="list-style-type: none"> <li>Communication barriers could cause confusion and anxiety for different ethnic groups in relation to the construction works.</li> <li>People from different ethnic groups 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.</li> </ul>	<b>MEDIUM FAVOURABLE</b> <ul style="list-style-type: none"> <li>BME groups are frequent user groups of public transport so improvements to this public bus hub will allow BME groups to feel safer and have increased confidence when travelling for employment, learning, health and social activities.</li> <li>Increased confidence will led to increased opportunities for independent travel.</li> </ul>
<b>Religion and Belief</b>			<ul style="list-style-type: none"> <li>People with a particular religion or belief may feel unsafe using diversions away from usual walking or cycling routes or waiting in</li> </ul>	<b>MEDIUM FAVOURABLE</b> <ul style="list-style-type: none"> <li>Feel safer using public transport interchanges and bus stops – increased confidence when travelling</li> </ul>

			temporary structures or adjacent to construction sites due to fear of crime.	for employment, learning, health and social activities.
<b>Sexual Orientation</b>			<ul style="list-style-type: none"> <li>• People with a partiuclar sexual orientation 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.</li> </ul>	<p><b>MEDIUM FAVOURABLE</b></p> <ul style="list-style-type: none"> <li>• Feel safer using public transport interchanges and bus stops – increased confidence when travelling for employment, learning, health and social activities.</li> </ul>
<b>Pregnancy and Maternity</b>		<ul style="list-style-type: none"> <li>• Pregnant women and new parents 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.</li> <li>• Attendance at health or other essential appointments could be disrupted.</li> <li>• Increased risk of falls and injury during works</li> <li>• Confidence in ability to complete journeys independently could be affected leading to longer term issues with wellbeing and possible depression.</li> </ul>		<p><b>HIGH FAVOURABLE</b></p> <ul style="list-style-type: none"> <li>• Feel safer using public transport interchanges and bus stops – increased confidence when travelling for employment, learning, health and social activities.</li> </ul>
<b>Marriage and Civil Partnerships</b>		None		None
<b>Carer's Responsibilities</b>		<ul style="list-style-type: none"> <li>• Diversions and major construction works will impact on the success of a client's travel plan if works are not known about in advance.</li> <li>• Construction works and changes to the</li> </ul>		<p><b>HIGH FAVOURABLE</b></p> <ul style="list-style-type: none"> <li>• Those people with carer responsibilities who plan for independent travel often rely on clients using public transport. The</li> </ul>

		site area could affect planning for independent travel with client groups.		<p>infrastructure improvements and better facilities at this important interchange will make independent travel easier.</p> <ul style="list-style-type: none"> <li>• Improved access will improve ease of use and confidence using the station - facilitating independent travel.</li> </ul>
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## **Part 2 - Full Equality Analysis /Impact Assessment**

### **Brief description of policy, procedure, project or service**

#### **Context**

*Kent Thameside: Integrated Door-to-Door Journeys comprises a package of measures to reduce congestion and improve accessibility through the delivery of a fully integrated sustainable transport network, allowing the user to transfer seamlessly between modes and making sustainable transport a real alternative to the private car. The existing FastTrack project has delivered an internationally recognised high frequency Bus Rapid Transit scheme and the package will build upon this success by delivering new vehicles for the service and significant enhancements to interchange facilities across the network. The scheme will ensure that rail; bus, walking and cycling routes are fully integrated to provide a real opportunity for door-to-door journey planning and will also promote the use of the river transport available via the Gravesend to Tilbury Ferry. The proposed transport quarter is a result of a long standing desire from KCC and Gravesham Borough Council to create a bus interchange in Gravesend Town Centre. The vision for the facility is for bus stops to be concentrated in one area, larger pedestrian areas, bus shelters, enhanced seating and bus & train information signage.*

#### **Aims and Objectives**

*Bus users, pedestrians and cyclists, including commuters*

#### **Protected groups**

*Protected groups affected as identified in the initial screening include: Age, Disability, Pregnancy & Maternity and Carer Responsibilities.*

#### **Information and Data used to carry out your assessment**

The following policies and plans outline the need for the developments and are referred to where relevant throughout this assessment

- KCC – Local Transport Plan
- Growth without Gridlock
- Gravesham Local Development Core Strategy

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*Site visits have been carried out after funding applications received and there is ongoing assessment and partnership working with the Gravesham Borough Council.*

### **Who have you involved consulted and engaged with?**

*Ongoing Activity: Kent County Council holds a monthly working group with Gravesham Borough Council and other Stakeholders*

#### *Engagement:*

*A full consultation will not be completed for the proposed scheme. A previous consultation completed by Gravesham Borough Council in 2009 established support for the principal of a transport quarter that brought together multiple transport modes, including bus, rail and cycle. Therefore to update on the progress on this concept, KCC will use a series of methods to ensure local residents and stakeholders are engaged with the project:*

- 1. A letter drop containing information on the proposed scheme will be undertaken to ensure all residents in close vicinity to the proposed scheme are able to access information.*
- 2. An exhibition will be held for a two week period where visual aids will be available to demonstrate the designs*
- 3. One open event will be held to provide people with the opportunity to make further enquiries in relation to the proposed scheme, with KCC officers and designers available.*
- 4. Meeting to be held with Gravesham Access Group where members will be invited to feedback on the proposed scheme.*
- 5. All information about the scheme will be available online and hard copy and there will be the opportunity for feedback to be gathered, either verbally, written or online.*
- 6. All promotional material includes details of how people can contact Kent County Council by email and phone will be provided.*
- 7. All promotional material and scheme information is written in plain English and produce in a Word version for use with audio transcription software.*

*Construction works for the proposed bus hub will have a temporary adverse impact on some groups as the usual access and information available will be disrupted. However, with minimal outlay, clear signage, staff training, information distributed determining timescales for work and alternative routes and safer to access essential services, affected people from protected groups can make informed choices.*

*Therefore the overall impact will affect the movement of people in the protected groups for a short time, with journeys potentially taking longer with diversions and temporary facilities in place. Once construction has been completed there will be a safer and more accessible place for people to wait and board their bus services. This will also enhance the area for pedestrians and by linking the local walking, cycling and rail infrastructure it will encourage greater usage of the public transport network. This will provide an improved experience for leisure and travelling to employment and education.*

### **Analysis**

*The scheme will promote healthy living and encourage greater use of public transport in the area which may also increase walking and cycling local as the transport infrastructure becomes more linked. This will in turn assist with reducing congestion on the roads and also aid reduction of CO2 emissions. The route will encourage more people locally to cycle to work, school or to access the town centre, train station and the ferry access and improve health and wellbeing in the local area.*

*Initial Equality & Diversity Screening highlights four protected groups as being particularly affected by the proposed bus hub: Age, Disability, Pregnancy & Maternity and Carer Responsibility. Each protected group falls under Medium Negative Impact but resulting in High Positive Outcomes for the group. The negative impacts generated by the proposed scheme come from the short construction period whereas the positive outcomes identified are longer term benefits for the protected groups. At this point no further investigation or analysis has been undertaken however, the proposed consultation detailed below will engage with national and local groups from the identified protected groups and any feedback received will be noted and this document updated as necessary.*

### **Adverse Impact,**

*The adverse effects of the proposed bus hub that would have the potential to affect the mobility of vulnerable groups are temporary and although they may disrupt journeys for these groups during the construction period, they should not stop journeys being made entirely as alternative locations and timings will be put in place and advertised. In addition, any adverse impacts are far outweighed by the positive impact on mobility that will be seen once the schemes are completed and in use.*

*Once the schemes are complete, the adverse effects disappear for the majority of people in the vulnerable groups. The possible adverse effects on people's mental health, including increased anxiety/panic attacks, loneliness, depression and stress, could take longer to disappear, however, the improved environment that the bus hub creates should provide an improved travelling experience that could help recovery times. However, with advance notice and information about the works publicised appropriately, the possible adverse effects can be minimised. The action plan sets out steps to mitigate against the possible temporary impact of the schemes being developed for Kent Thameside LSTF.*

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**Positive Impact:**

*The positive impact from this scheme and other schemes implemented under the Kent Thameside business case are wide ranging and will have long lasting effects on every user group in this assessment on some level. The scheme aims is to improve the transport infrastructure in Gravesend and deliver substantial enhancements to not only improving the travel experience for bus users but also linking it to the pedestrian, cycling and rail infrastructure.*

*The scheme will improve access to sustainable modes of transport for all and as a consequence of this, the opportunities for employment and education for local people increase and the improved transport links will also help some people to work towards goals relating to health, social interaction and recreational activities. In turn this will strengthen communities, improve a sense of wellbeing and open up opportunities to explore more of the local area.*

**JUDGEMENT**

*The schemes may have a temporary adverse effect on protected groups during the period of works but this can be easily mitigated against using the actions outlined in the assessment with little or no residual impact. The benefits to the community are long lasting and therefore outweigh the temporary negative aspects identified leaving a positive impact on the whole community and visitors to the area.*

## Next Steps

### Part 3 - Action Plan

Document the range of options and identify the effects of each. Identify the option(s) chosen and document the reasons for this.

Protected Characteristic	Issues identified	Action to be taken	Expected outcomes	Owner	Timescale	Resource implications
<ul style="list-style-type: none"> <li>• Age</li> <li>• Disability</li> <li>• Pregnancy and Maternity</li> <li>• Carers Responsibilities</li> </ul>	Changes to highway design and layout	<ul style="list-style-type: none"> <li>• A safety audit will be completed at the design and construction stage.</li> <li>• The design will meet all statutory requirements including the Equality Act 2010, with all good practices in mind.</li> <li>• The design will meet recommended guidance from the Department for Transport, the Kent Design Guide and associated standard details.</li> <li>• The need for the scheme has been identified through consultation and assessment by KCC in partnership with local District development and</li> </ul>	<ul style="list-style-type: none"> <li>• Affected groups have confidence to continue to use facilities, access services and use transport interchanges</li> <li>• Minimal disruption to journeys for affected groups</li> </ul>	<ul style="list-style-type: none"> <li>• Contractor and KCC</li> </ul>	<ul style="list-style-type: none"> <li>• December 2018</li> </ul>	<ul style="list-style-type: none"> <li>•</li> </ul>

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<ul style="list-style-type: none"> <li>• Age</li> <li>• Disability</li> <li>• Pregnancy and Maternity</li> <li>• Carers Responsibilities</li> </ul>	Risk of injury due to obstructions on the highway or pavement due to ongoing construction works	transport strategies. <ul style="list-style-type: none"> <li>• Risk assessment completed for affected groups</li> <li>• Consider Disability Awareness training offered to staff on site (E Learning)</li> <li>• Construction sites and diversion routes to follow health and safety regulations</li> </ul>	<ul style="list-style-type: none"> <li>• Site staff have better awareness of needs of disabled people</li> <li>• Affected groups can continue to use facilities, access services and use transport interchanges following appropriate diversions</li> </ul>	<ul style="list-style-type: none"> <li>• Site Managers</li> </ul>	<ul style="list-style-type: none"> <li>• March 2019</li> </ul>	<ul style="list-style-type: none"> <li>• None</li> </ul>
<ul style="list-style-type: none"> <li>• Age</li> <li>• Disability</li> <li>• Pregnancy and Maternity</li> <li>• Carers Responsibilities</li> </ul>	Older people and disabled people being unable to attend/ access essential appointments/ services/	<ul style="list-style-type: none"> <li>• Access to services and shops kept clear with ramps where required</li> <li>• Mitigation as above regarding advance notice and health and safety requirements on site.</li> </ul>	<ul style="list-style-type: none"> <li>• Site staff have better awareness of needs of disabled people</li> <li>• Affected groups can continue to use facilities, access services and use transport interchanges following appropriate diversions</li> </ul>	<ul style="list-style-type: none"> <li>• Site Managers</li> </ul>	<ul style="list-style-type: none"> <li>• March 2019</li> </ul>	<ul style="list-style-type: none"> <li>• None</li> </ul>

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

Yes



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