



Guildford Borough Council
**Guildford Town and Approaches
Movement Study**
Equality Impact Assessment

Final | March 2015



This report takes into account the particular instructions and requirements of our client.

It is not intended for and should not be relied upon by any third party and no responsibility is undertaken to any third party.

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1 Introduction

Arup was appointed by Guildford Borough Council (GBC) in July 2013 to undertake the Guildford Town and Approaches Movement Study (GTAMS). The aim of the study was to develop a long term movement strategy to 2050 for the town of Guildford. This will inform the development of a new Local Plan for the Borough for the period to 2031.

As part of this commission, Arup undertook an Equality Impact Assessment (EqIA). An EqIA is needed for this study as it was considered that some interventions under consideration in the study may have the potential to differentially impact on people who share protected characteristics, as defined by the Equality Act 2010.

This EqIA has been prepared according to Surrey County Council's Equality Impact Assessment Guidance and Template.

2 Public Sector Equality Duty

Under the Equality Act 2010, public authorities, in the exercise of their functions, are subject to the Public Sector Equality Duty (PSED). The PSED requires public bodies to have due regard to three aims, to:

- eliminate discrimination, harassment and victimisation and any other conduct that is prohibited by or under the Act;
- advance equality of opportunity between people who share a relevant protected characteristic and people who do not share it; and
- foster good relations between people who share a relevant protected characteristic and those who do not share it.

The second aim involves having due regard to the need to:

- remove or minimise disadvantages suffered by people due to their protected characteristics;
- take steps to meet the needs of people with certain protected characteristics where these are different from the needs of other people; and
- encourage people with certain protected characteristics to participate in public life or in other activities where their participation is disproportionately low.

In addition, the Act requires decision makers to make reasonable adjustments in certain circumstances. For example, where a disabled person is at a substantial disadvantage in comparison with people who are not disabled, there is a duty to take reasonable steps to remove that disadvantage by (i) changing provisions, criteria or practices, (ii) altering, removing or providing a reasonable alternative means of avoiding physical features, or (iii) providing auxiliary aids. The Act makes it lawful to treat a disabled person more favourably than a nondisabled person.

The list below outlines each protected characteristic relevant to the PSED and provides a supporting definition:

- **Age:** this refers to persons defined by either a particular age or a range of ages.
- **Disability:** a disabled person is defined as someone who has a physical or mental impairment that has a substantial and long-term adverse effect on his or her ability to carry out normal day-to-day activities.
- **Gender reassignment:** This refers to people who are proposing to undergo, are undergoing, or have undergone a process for the purpose of reassigning their gender identity.
- **Pregnancy and maternity:** Pregnancy is the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth.
- **Race:** The Equality Act defines race as encompassing colour, nationality (including citizenship) and ethnic or national origins.
- **Religion or belief:** Religion means any religion a person follows. Belief means any religious or philosophical belief, and includes those people who have no formal religion or belief.
- **Sex:** This refers to a man or to a woman or a group of people of the same sex, while gender refers to the wider social roles and relationships that structure men's and women's, boys' and girls' lives.
- **Sexual orientation:** A person's sexual orientation relates to their emotional, physical and/or sexual attraction and the expression of that attraction. This EqIA considers effects for lesbian, gay, and bisexual (LGB) people.

3 Approach to EqIA

3.1 EqIA Process

This EqIA has been undertaken in accordance with Surrey County Council's Equality Impact Assessment Guidance and Template.

The following steps have been taken in completing this EqIA:

1. Identifying the shortlisted interventions;
2. Identifying who is affected by the shortlisted interventions;
3. Identifying sources of information used;
4. Assessing the potential impacts of the shortlisted interventions on residents and service users with protected characteristics;
5. Assessing the potential impacts of the shortlisted interventions on staff with protected characteristics;
6. Suggesting amendments to the proposals;
7. Suggesting an action plan to address potential impacts; and
8. Identifying potential negative impacts that cannot be mitigated.

3.2 Integration of the EqIA within GTAMS

GTAMS comprises the following study stages:

- **Vision and objectives stage:** setting a vision for sustainable mobility in Guildford, with objectives covering the issues of mobility, accessibility, economy, environment and safety;
- **Baseline and business-as-usual scenario stage:** establishing the baseline and preparing a business-as-usual forecast to 2031 and 2050 based on a review of existing strategy and trends;
- **Scenario analysis stage:** developing an inventory of interventions, including infrastructural, technological, and behavioural interventions. Reviewing interventions and identifying the major highway infrastructure interventions to be assessed individually, and packages of interventions to be assessed together;
- **Appraisal of interventions and packages stage:** using a framework-type appraisal process, compare the performance of interventions and packages of interventions, and develop a preferred scenario; and
- **Strategy and recommendations stage:** develop a package of costed interventions.

Supporting assessments have been undertaken in parallel with these stages. Specifically, the EqIA has been applied at the Scenario Analysis, Appraisal of Interventions and Packages, and Strategy and Recommendations stages.

4 Explaining the Matter Being Assessed

<p>What policy, function or service is being introduced or reviewed?</p>	<p>GTAMS aims to develop a long-term movement strategy to 2050 for the town of Guildford. The study area covers the entire urban area of Guildford, plus the immediate approaches to the urban area. The area includes the town centre where the transport networks converge, and also the A3 trunk road. All modes of transport, and their networks, are within the scope of the study.</p>
<p>What proposals are you assessing?</p>	<p>A short list of interventions has been developed, as shown in the tables in Section 6 below. This EqIA assesses the short list of interventions, enabling equalities issues to be considered as part of the GTAMS development process.</p>
<p>Who is affected by the proposals outlined above?</p>	<p>The proposals will affect people living and working in Guildford and the immediate surroundings. Those protected groups most likely to be affected have been identified as older people, children and people with disabilities.</p>

5 Sources of Information

Engagement carried out
<p>The following organisations and groups were consulted in the study:</p> <ul style="list-style-type: none"> • Councillors and officers representing the local authorities of Guildford Borough Council and Surrey County Council; • Highways Agency; • Transport operators and authorities (e.g. bus and train operating companies, Network Rail); • The business community, including the local business forum; • Amenity groups and residents associations (representing local neighbourhoods or interests) and user groups (e.g. walking and cycling); • Environmental groups and agencies, such as English Heritage and the Campaign for the Protection of Rural England (CPRE). <p>There has been no specific consultation undertaken for the EqIA.</p>
Data used
<ul style="list-style-type: none"> • Agenda for Later Life 2012: Policy priorities for active ageing, Age UK, 2012 • Secondary analysis of existing data on disabled people's use and experiences of public transport in Great Britain, Centre of Disability Studies University of Leeds, commissioned by the Disability Rights Commission (DRC), 2006. http://www.leeds.ac.uk/disability-studies/projects/transport/index.htm

6 Impact Assessment

6.1 Impact of the proposals on residents and service users with protected characteristics

The assessment has identified impacts on people with two types of protected characteristic:

- Age: in particular older people and children (including carers of young children); and
- Disability: in particular people with impaired mobility and/or vision.

Where people with protected characteristics are less likely to benefit from an intervention, for example because they are less able to make use of a new facility because of issues such as impaired mobility or non-car ownership, the degree of negative effect is assumed to be proportionate to the scale of investment. For instance, high-cost interventions that would be less accessible / beneficial to protected groups are considered to have a negative effect, whereas low-cost interventions are considered neutral, provided that they do not actively disadvantage these groups.

Protected characteristic	Intermediate and major infrastructure interventions								
	A3 Widening	A3 Northern Bypass	A3 Tunnel (A31 to A320)	A3 Tunnel (A31 to A25)	A3 Corridor Junction Changes	Town centre road system redesign (Ogilvie)	Town centre road system redesign (Guildford Vision Group)	Pedestrianisation of Bridge Street	Walnut Tree Close closure (to through traffic)
Age	Slight negative effect Older people are less likely to drive and therefore less likely to benefit from this high-cost intervention. Also, increased pedestrian severance will have a negative impact. Decreased bus level of delay will benefit older people, who are more likely to use these services.	Neutral effect Older people are less likely to drive and therefore less likely to benefit from this high-cost intervention. Decreased bus level of delay will benefit older people, who are more likely to use these services.	Neutral effect Older people are less likely to drive and therefore less likely to benefit from this high-cost intervention. Decreased bus level of delay will benefit older people, who are more likely to use these services.	Neutral effect Older people are less likely to drive and therefore less likely to benefit from this high-cost intervention. Decreased bus level of delay will benefit older people, who are more likely to use these services.	Neutral effect Older people are less likely to drive and therefore less likely to benefit from this high-cost intervention. Potential to increase pedestrian severance which will have a negative impact. Decreased bus level of delay will benefit older people, who are more likely to use these services.	Neutral effect Older people are less likely to drive and therefore less likely to benefit from this intervention. Decreased bus level of delay will benefit older people, who are more likely to use these services.	Slight negative effect Increased bus level of delay will affect older people more, as they are more dependent on these services.	Neutral effect Increased bus level of delay will affect older people more, as they are more dependent on these services, but they will benefit from improved conditions on Bridge Street (the primary route between the railway station and the town centre).	Neutral effect. Increased bus level of delay will affect older people more, as they are more dependent on these services, but they will benefit from improved pedestrian conditions on Walnut Tree Close.
Disability	Slight negative effect Disabled people are less likely to drive and therefore less likely to benefit from this high-cost intervention. Decreased bus level of delay will benefit disabled people, who are more likely to use these services.	Slight negative effect Disabled people are less likely to drive and therefore less likely to benefit from this high-cost intervention. Decreased bus level of delay will benefit disabled people, who are more likely to use these services.	Slight negative effect Disabled people are less likely to drive and therefore less likely to benefit from this high-cost intervention. Decreased bus level of delay will benefit disabled people, who are more likely to use these services.	Slight negative effect Disabled people are less likely to drive and therefore less likely to benefit from this high-cost intervention. Decreased bus level of delay will benefit disabled people, who are more likely to use these services.	Slight negative effect Disabled people are less likely to drive and therefore less likely to benefit from this high-cost intervention. Decreased bus level of delay will benefit disabled people, who are more likely to use these services.	Neutral effect Older people are less likely to drive and therefore less likely to benefit from this intervention. Decreased bus level of delay will benefit disabled people, who are more likely to use these services.	Slight negative effect Increased bus level of delay will affect disabled people more, as they are more dependent on these services.	Neutral effect Increased bus level of delay will affect disabled people more, as they are more dependent on these services, but they will benefit from improved conditions on Bridge Street (the primary route between the railway station and the town centre).	Neutral effect. Increased bus level of delay will affect disabled people more, as they are more dependent on these services, but they will benefit from improved pedestrian conditions on Walnut Tree Close.
Gender reassignment	No effect	No effect	No effect	No effect	No effect	No effect	No effect	No effect	No effect

Protected characteristic	Intermediate and major infrastructure interventions								
	A3 Widening	A3 Northern Bypass	A3 Tunnel (A31 to A320)	A3 Tunnel (A31 to A25)	A3 Corridor Junction Changes	Town centre road system redesign (Ogilvie)	Town centre road system redesign (Guildford Vision Group)	Pedestrianisation of Bridge Street	Walnut Tree Close closure (to through traffic)
Pregnancy and maternity	No effect	No effect	No effect	No effect	No effect	No effect	No effect	No effect	No effect
Race	No effect	No effect	No effect	No effect	No effect	No effect	No effect	No effect	No effect
Religion and belief	No effect	No effect	No effect	No effect	No effect	No effect	No effect	No effect	No effect
Sex	No effect	No effect	No effect	No effect	No effect	No effect	No effect	No effect	No effect
Sexual orientation	No effect	No effect	No effect	No effect	No effect	No effect	No effect	No effect	No effect
Marriage and civil partnerships	No effect	No effect	No effect	No effect	No effect	No effect	No effect	No effect	No effect

Protected characteristic	Sustainable transport interventions – public transport / cycling / walking / public realm								
	Streetscape design, involving the removal or downgrading traffic priority in town centre and across the borough, excluding primary distributor roads	Improving the quality of pedestrian wayfinding and urban realm along key desire lines	Reduced car use through increased use of car clubs and car hire	Dedicated and continuous ‘cycle superhighways’	Extensive cycling infrastructure giving cyclists priority and road space	Bike sharing scheme / Cycle Hire	Creation of well signed comprehensive network of walking and cycling routes linking key trip attractors/ generators	Improvements to pedestrian realm including replacing overbridges / subways with at-grade crossing facilities, improving other crossings/islands, widening pavements and shared surfaces	New wider pedestrian bridge linking Walnut Tree Close to Bedford Road car park site, creating better pedestrian linkages between station and town centre
Age	Significant positive effect Safer, more appealing pedestrian routes around the town centre will benefit older people and children.	Slight positive effect Clearer pedestrian routes will help older people and children to navigate around the town.	Slight positive effect May reduce road traffic accident rates (proportional to traffic flows), improving road safety for older people and children.	Slight positive effect Scheme would provide improved environment to encourage older people and children to cycle.	Slight positive effect Improved cycle safety on the road network may benefit children.	Slight positive effect Scheme would provide more opportunities for older people and children to cycle.	Slight positive effect Clearer pedestrian routes will help older people and children to navigate around the town.	Significant positive effect Safer and easier crossing points will benefit older people and parents with small children.	No effect Widening of the existing bridge not likely to particularly benefit older people or children.
Disability	Significant positive effect Safer, more appealing pedestrian routes around the town centre will benefit disabled people.	Slight positive effect Clearer pedestrian routes will help disabled people, e.g. mobility impaired people, to navigate around the town.	Slight positive effect May reduce road traffic accident rates (proportional to traffic flows), improving road safety for disabled people.	No effect Disabled people are less likely to cycle and therefore less likely to benefit.	No effect Disabled people are less likely to cycle and therefore less likely to benefit.	No effect Disabled people are less likely to cycle and therefore less likely to benefit.	Slight positive effect Clearer pedestrian routes will help disabled people, e.g. mobility impaired people, to navigate around the town.	Significant positive effect Safer and more accessible crossing points will benefit disabled people.	No effect Widening of the existing bridge not likely to particularly benefit disabled people.
Gender reassignment	No effect	No effect	No effect	No effect	No effect	No effect	No effect	No effect	No effect
Pregnancy and maternity	No effect	No effect	No effect	No effect	No effect	No effect	No effect	No effect	No effect
Race	No effect	No effect	No effect	No effect	No effect	No effect	No effect	No effect	No effect
Religion and belief	No effect	No effect	No effect	No effect	No effect	No effect	No effect	No effect	No effect
Sex	No effect	No effect	No effect	No effect	No effect	No effect	No effect	No effect	No effect
Sexual orientation	No effect	No effect	No effect	No effect	No effect	No effect	No effect	No effect	No effect
Marriage and civil partnerships	No effect	No effect	No effect	No effect	No effect	No effect	No effect	No effect	No effect

Protected characteristic	Sustainable transport interventions – parking / park & ride / public transport / integration / technological alternatives to travel										
	Park and stride strategy	Modifications to parking e.g. redistribution from long to short stay, premium on-street parking	Expand existing park and ride facilities	New segregated or mostly segregated public transport option (bus rapid transport, guided busway or tram/light rail)	Demand responsive public transport - minibuses or similar	Integrated public transport - coordinated timetabling of all public transport across the borough, and smartcard & integrated ticketing	Expand network of shuttle services – building on existing workplace shuttle services	Bus priority and corridor improvements: physical segregation on-street, signalling priority and bus gates, customer information systems and other stop improvements	Promotion of tele-/home-working and flexible working hours, with incentives to employers	Development of teleworking offices in local areas to reduce commute distance	Comprehensive smarter choice programme for whole town
Age	Slight negative effect Older people less likely to drive. Also the need to walk part of the journey will reduce the benefits for older people and those with small children.	Slight negative effect People with small children more likely to be adversely affected by parking restrictions.	No effect	Significant positive effect May benefit older people, who are more likely to use public transport.	Slight positive effect May benefit older people, who are more likely to use public transport.	Significant positive effect May benefit older people, who are more likely to use public transport.	No effect Scheme would mainly target commuters with fewer benefits for older people and children.	Significant positive effect May benefit older people, who are more likely to use public transport.	No effect Scheme would target people of working age, with fewer benefits for older people and children.	No effect Scheme would mainly target commuters with fewer benefits for older people and children.	No effect Scheme would target people of working age, with fewer benefits for older people and children.
Disability	Slight negative effect Disabled people less likely to drive. Also the need to walk part of the journey will reduce the benefits for disabled people.	Slight negative effect Disabled people more likely to be adversely affected (unless disabled parking is retained / increased).	No effect	Significant positive effect May benefit disabled people, who are more likely to use public transport.	Slight positive effect May benefit older people, who are more likely to use public transport.	Significant positive effect May benefit disabled people, who are more likely to use public transport.	Slight positive effect May benefit disabled commuters, depending on routes and provision for disabled access.	Significant positive effect May benefit disabled people, who are more likely to use public transport.	Significant positive effect May benefit disabled people, making it easier to work from home.	Slight positive effect May benefit disabled people, reducing commuting distances.	Slight positive effect. May benefit disabled people with travel choices.
Gender reassignment	No effect	No effect	No effect	No effect	No effect	No effect	No effect	No effect	No effect	No effect	No effect
Pregnancy and maternity	No effect	No effect	No effect	No effect	No effect	No effect	No effect	No effect	No effect	No effect	No effect
Race	No effect	No effect	No effect	No effect	No effect	No effect	No effect	No effect	No effect	No effect	No effect
Religion and belief	No effect	No effect	No effect	No effect	No effect	No effect	No effect	No effect	No effect	No effect	No effect
Sex	No effect	No effect	No effect	No effect	No effect	No effect	No effect	No effect	No effect	No effect	No effect
Sexual orientation	No effect	No effect	No effect	No effect	No effect	No effect	No effect	No effect	No effect	No effect	No effect
Marriage and civil partnerships	No effect	No effect	No effect	No effect	No effect	No effect	No effect	No effect	No effect	No effect	No effect

Protected characteristic	Other interventions									
	Low emission vehicles	Freight consolidation centre for town centre deliveries	New park and ride facilities	Additional rail services on the North Downs Line (Reading – Gatwick)	New rail station at Park Barn / Surrey Research Park	New rail station at Merrow	Reinstatement of rail services along corridor between Cranleigh and Guildford	Improved rail access for Heathrow	Increased capacity for services between Guildford and London Waterloo	Sustainable Movement Corridor
Age	Slight positive effect Children and older people are particularly susceptible to the effects of air pollution, so may benefit from reduced emissions.	Slight positive effect Children and older pedestrians are at higher risk of accidents, therefore may benefit from reduced HGV flows in the town.	Slight negative effect Older people are less likely to own a car and therefore less likely to benefit.	Slight positive effect May improve access to Gatwick for older people who are less likely to drive.	Slight positive effect May benefit older people who are more likely to use public transport. This includes those living in Park Barn travelling to the town centre, to London or to other destinations, and older people travelling to the Royal Surrey County Hospital.	Slight positive effect May benefit older people in Merrow travelling to the town centre, to London or to other destinations in-between, who are more likely to use public transport.	Slight positive effect May benefit older people in Cranleigh travelling to the town centre, who are more likely to use public transport.	Slight positive effect May improve access to Heathrow for older people who are less likely to drive.	No effect Scheme would mainly target commuters with fewer benefits for older people and children.	Significant positive effect. May benefit older people, who are more likely to use public transport and would provide improved environment to encourage older people and children to walk and cycle.
Disability	No effect	Slight positive effect Disabled pedestrians are at higher risk of accidents, therefore may benefit from reduced HGV flows in the town.	Slight negative effect Disabled people are less likely to own a car and therefore less likely to benefit.	Slight positive effect May improve access to Gatwick for disabled people, who are less likely to drive. Would require measures to ensure accessibility.	Slight positive effect May improve access to employment and to the Royal Surrey County Hospital for disabled people who are less able to drive. May also benefit disabled people who live in Park Barn. Would require measures to ensure accessibility.	Slight positive effect May benefit disabled people in Merrow travelling to the town centre, to London or to other destinations in-between, who are more likely to use public transport.	Slight positive effect May benefit disabled people in Cranleigh travelling to the town centre, who are more likely to use public transport.	Slight positive effect May improve access to Heathrow for disabled people, who are less likely to drive. Would require measures to ensure accessibility.	No effect	Significant positive effect. May benefit disabled people, who are more likely to use public transport. Provision of a new safer, more appealing pedestrian route will benefit disabled people.
Gender reassignment	No effect	No effect	No effect	No effect	No effect	No effect	No effect	No effect	No effect	No effect
Pregnancy and maternity	No effect	No effect	No effect	No effect	No effect	No effect	No effect	No effect	No effect	No effect
Race	No effect	No effect	No effect	No effect	No effect	No effect	No effect	No effect	No effect	No effect
Religion and belief	No effect	No effect	No effect	No effect	No effect	No effect	No effect	No effect	No effect	No effect
Sex	No effect	No effect	No effect	No effect	No effect	No effect	No effect	No effect	No effect	No effect
Sexual orientation	No effect	No effect	No effect	No effect	No effect	No effect	No effect	No effect	No effect	No effect
Marriage and civil partnerships	No effect	No effect	No effect	No effect	No effect	No effect	No effect	No effect	No effect	No effect

6.2 Impact of the proposals on staff with protected characteristics

No specific effects on staff with protected characteristics have been identified.

7 Amendments, Action Plan and Remaining Impacts

7.1 Amendments to the proposals

Change	Reason for change
None	N/A

7.2 Action Plan

Potential impact (positive or negative)	Action needed to maximise positive impact or mitigate negative impact
Each of the potential interventions relating to the A3 trunk road targets benefits towards motorists. This means that protected groups such as older people and disabled people are less likely to experience benefits from each of these interventions than other groups who are more likely to own a car. There would be a slight positive benefit for protected groups through reduced bus level of delay.	If selected, any of these potential interventions should be combined with other options that will benefit public transport users by improving services and reducing journey times. This will allow more older and disabled people to benefit from the overall package in the GTAMS recommended strategy.
The road system redesign interventions have a neutral-negative effect on protected groups. Older and disabled people are less likely to drive and therefore less likely to benefit from these interventions. However, the decreased bus level of delay under the Ogilvie scheme will have some benefits.	Combine with measures to improve public transport accessibility to maximise the benefits for older and disabled people.
Pedestrian realm improvements and removal of traffic priority in the town centre will improve safety for vulnerable protected groups such as older people, children and disabled people.	Ensure that the streetscape and pedestrian realm design takes account of the needs of protected groups, to maximise the benefits. Particular consideration to be given to safety and security (e.g. lighting, sight lines etc.), and wheelchair accessibility.
Rail investments, segregated or mostly segregated public transport systems and shuttle services have the potential to benefit older and disabled people, who are less likely to own a car and more dependent on public transport.	These services must be designed (and/or retro-fitted where possible) to ensure they are fully accessible to people with impaired mobility or vision.

7.3 Potential negative impacts that cannot be mitigated

Potential negative impact	Protected characteristic(s) that could be affected
None	N/A