

## Equality Impact Assessment (EqIA) form: the initial impact assessment

### 1. Process and guidance

The purpose of an EqIA is to make sure that the council meets all our residents' needs by ensuring we consider how different groups of people may be affected by or experience a proposal in different ways.

The council has a two-stage EqIA process:

- Stage 1 - the initial impact assessment
- Stage 2 - the full impact assessment.

This form is for use at Stage 1 of the process. This must be completed when undertaking a project, policy change, or service change. It can form part of a business case for change and must be completed and attached to a Project Initiation Document. The findings of the initial impact assessment will determine whether a full impact assessment is needed.

Guidance and tools for council officers can be accessed on the council's Tackling Inequality Together intranet pages.

Date started:	22/02/2022
Completed by:	Malcolm Pinto / Daniela Figueroa
Service:	Highways and Transport
Project or policy EqIA relates to:	Wokingham Borough Council's Active Travel Fund Tranche 2 & 3 Scheme Proposals Woodley / Reading Active Travel Route – Work Order: C3186-100
Date EqIA discussed at a service team meeting:	
Conclusion (is a full assessment needed?):	This form would be kept as a live document during the design stage and will be re-assessed upon completion of the detailed design stage.
Signed off by (AD):	Andy Glencross
Sign off date:	7/7/2022

## 2. Summary of the policy, project, or service

This section should be used to summarise the project, policy, or service change (the proposal).

### **What is the purpose of the proposal, what are the aims and expected outcomes, and how does it relate to service plans and the corporate plan?**

The scheme proposal has been identified during the development of the Wokingham Borough Local Cycling and Walking Infrastructure Plan with the main aim to improve the cycling and walking connectivity between Woodley and Reading, which is of substandard provision. Providing new cycling and walking facilities that are safe, attractive, and inclusive for all could unlock the huge potential of a modal shift towards more active transport modes whilst reducing car dependency for journeys on this corridor. The design proposal will embrace inclusivity considering the users' needs of all ages and abilities.

We aim to get more people to walk and cycle realising the benefits that this will have on our residents' health and wellbeing, improving air quality, addressing inequalities, tackling congestion on our roads, and helping us respond to the [climate emergency](#).

The project is in line with the vision of the Corporate Delivery Plan to keep the Borough moving (enable safe and sustainable travel around the Borough) and enjoy a Clean and Green Borough now and for future generations to come.

### **How will the proposal be delivered, what governance arrangements are in place, and the key internal stakeholders?**

The project will be delivered by the Wokingham Highways Team

Internal discussions with relevant officers have already taken place, these include:

- Paul Fishwick - Executive Member for Active Travel, Transport and Highways
- Andy Glencross - Assistant Director – Highways and Transport, Place and Growth Directorate
- Matthew Gould - Team Lead, Highways and Transport
- Martin Heath - Traffic Management, Parking & Road Safety Team Manager, Highways and Transport
- Malcolm Pinto - Capital Programme Manager
- Robert Curtis - Transport Planning Team Manager, Highways and Transport

Public engagement on the preliminary designs was undertaken between 24<sup>th</sup> January and 21<sup>st</sup> February 2022. Further public consultation on the revised scheme proposals is running between 11<sup>th</sup> July and 19<sup>th</sup> August 2022. Key stakeholders including local members and town councils of the scheme area have participated in a workshop to assist shaping the scheme and reach a consensus.

**Who will be affected by the proposal? Think about who it is aimed at and who will deliver it.**

The project’s main beneficiaries are the residents and visitors of Wokingham Borough. The proposed scheme will improve connectivity within the borough supporting cycling and walking as the natural choice for short journeys or as part of a longer journey.

Wokingham Borough Council will make reasonable adjustments to the existing built environment to ensure the design of new infrastructure is accessible to all.

**3. Data & Protected Characteristics**

This section should be used to set out what data you have gathered to support the initial impact assessment.

The table below sets out the equality groups that need to be considered in the impact assessment. These comprise the nine protected characteristics set out in the Equality Act 2010 and other priority areas defined by the council.

Age	Disability	Gender reassignment	Marriage and Civil Partnership	Pregnancy/Maternity
Religious belief	Race	Sex	Sexual Orientation	Socio-economic disadvantage

**What data and information will be used to help assess the impact of the proposal on different groups of people? A list of useful resources is available for officers on the Council’s Tackling Inequality Together intranet pages.**

Once the preliminary design stage has been completed, an Access Audit will be carried out to highlight anything on the design performance in relation to all potential users. Accessibility groups have also been identified and informed about the ongoing public engagement. Any challenges identified will be addressed at the detailed design stage.

Subject to the outcome of the Access Audit and as the scheme progresses, EqIA may need to be updated to consider the new information.

#### 4. Assessing & Scoring Impact

This section should be used to assess the likely impact on each equality group, consider how significant any impacts could be, and explain how the data gathered supports the conclusions made.

Scoring impact for equality groups	
Positive impact	The proposal promotes equality of opportunity by meeting needs or addressing existing barriers to participation and/or promotes good community relations
Neutral or no impact	The proposal has no impact or no disproportionate impact.
Low negative	The proposal is likely to negatively impact a small number of people, be of short duration, and can easily be resolved.
High negative	The proposal is likely to have a significant negative impact on many people or a severe impact on a smaller number of people.

**Referring to the Scoring table above, please give an impact score for each group, explain what the likely impact will be, and briefly set out how the data supports this conclusion.**

Equality group	Impact score	Impact and supporting data
Age	Neutral or no impact	There are no direct impacts on the group

Disability	Positive Impact	The proposed scheme will be developed in alignment with the latest cycling and walking design guidance, facilitating the movements of people with disabilities.
Gender reassignment	Neutral or no impact	There are no direct impacts on the group
Marriage and Civil Partnership	Neutral or no impact	There are no direct impacts on the group
Pregnancy/Maternity	Positive Impact	There are no direct impacts on the group
Religious belief	Neutral or no impact	There are no direct impacts on the group
Race	Neutral or no impact	There are no direct impacts on the group
Sex	Neutral or no impact	There are no direct impacts on the group
Sexual Orientation	Neutral or no impact	There are no direct impacts on the group
Socio-economic disadvantage	Neutral or no impact	There are no direct impacts on the group

## 5. Conclusion and next steps.

Based on your findings from your initial impact assessment, you must complete a full impact assessment if you have identified any groups as having a low or high negative impact.

If no impact or a positive impact has been identified, you do not need to complete a full assessment. However, you must include reference to the initial assessment in any associated reports, and it must receive formal approval from the Assistant Director responsible for the project, policy, or service change.