

EQUALITY IMPACT ASSESSMENT

Name of activity:	Transport Strategy: 'New Directions for Crawley'	Date Completed:	2 Jan 2020		
Directorate / Division responsible for activity:	Economy and Planning	Lead Officer:	Louise Skipton-Carter		
Existing Activity	<input type="checkbox"/>	New / Proposed Activity	<input checked="" type="checkbox"/>	Changing / Updated Activity	<input type="checkbox"/>

What are the aims / main purposes of the activity? (Why is it needed? What are the main intended outcomes?)

Crawley Borough Council aims to join those in the forefront of new thinking on transport with this developing transport strategy: 'New Directions for Crawley'. The strategy outlines a forward-focused vision for a low carbon, healthy and attractive town where our transport and access needs are centered on movement of people and goods rather than vehicles. It looks at where we are now, presents issues and options, highlights new thinking and identifies opportunities for Crawley.

"New Directions for Crawley" is particularly timely as a means to help Crawley Borough Council respond to the Climate and Ecological Emergency. Across the Borough, transport is the primary contributor to climate heating and associated CO₂ emissions are increasing year on year. Transport also has a key impact on declining biodiversity.

What are the main actions and processes involved?

Following public consultation, a multi-modal transport study will be undertaken alongside development plans and modelling of options. This will create a framework for future decision-making, guided by a principle of planning for people and places. A detailed action plan will be developed for the period to 2030, to enable Crawley to transform how we all get around and access our town, whatever our needs or abilities.

Who is intended to benefit & who are the main stakeholders? (e.g. tenants, residents, customers or staff. How will they benefit?)

The strategy is relevant to staff, residents, businesses and their employees. They will benefit from improved transport and access across the town that addresses the current challenges posed by the climate crisis, air quality, affordable homes and poor health related to inactivity.

The main stakeholders are:

- All CBC departments that use transport in delivering their services
- West Sussex County Council, as the highway authority with technical, statutory and legal responsibility for aspects of transport infrastructure

- Transport providers, such as Network Rail and Metrobus
- Interest groups, such as TAG and the Crawley Walking & Cycling Forum
- Business Groups and Neighbourhood Forums

Have you already consulted on / researched the activity? (What consultation has taken place & what were the key findings?
What evidence already exists? Are there any gaps that need further investigation? What still needs to be done?)

WSCC Transport Planning and Policy staff have been consulted on the Transport Strategy to ensure that statutory boundaries are respected and the role of the Local Transport Authority is acknowledged as a key stakeholder in terms of both policy development and scheme delivery. To date, this has identified areas requiring further clarification and suggestions for expanding some of the newer ideas, and these have been incorporated into the strategy.

The draft strategy will go out to wider stakeholder consultation from 20 January 2020 to 20 February 2020 and feedback will be used to shape the final strategy.

Impact on people with a protected characteristic (What is the potential impact of the activity? Are the impacts high, medium or low?)

Protected characteristics / groups	Is there an impact (Yes / No)	If Yes, what is it and identify whether it is positive or negative
Age (older / younger people, children)	Yes	<u>Positive Impact</u> Improved access to high quality public transport, and safe walking & cycling routes will benefit younger and older people, who are less likely to have access to private transport <u>Negative Impact</u> None
Disability (people with physical / sensory impairment or mental disability)	Yes	<u>Positive Impact</u> Improved walking routes with priority crossings for pedestrians and safe dedicated cycling facilities will enable more people to walk & cycle who currently cannot. <u>Negative Impact</u> None
Gender reassignment (the process of transitioning from one gender to another.)	No	<u>Neutral</u> The aim of the strategy is to improve transport & access for all

<p>Marriage & civil partnership (Marriage is defined as a 'union between a man and a woman'. Civil partnerships are legally recognised for same-sex couples)</p>	<p>No</p>	<p><u>Neutral</u> The aim of the strategy is to improve transport & access for all</p>
<p>Pregnancy & maternity (Pregnancy is the condition of being pregnant & maternity refers to the period after the birth)</p>	<p>No</p>	<p><u>Neutral</u> The aim of the strategy is to improve transport & access for all</p>
<p>Race (ethnicity, colour, nationality or national origins & including gypsies, travellers, refugees & asylum seekers)</p>	<p>No</p>	<p><u>Neutral</u> The aim of the strategy is to improve transport & access for all</p>
<p>Religion & belief (religious faith or other group with a recognised belief system)</p>	<p>No</p>	<p><u>Neutral</u> The aim of the strategy is to improve transport & access for all</p>
<p>Sex (male / female)</p>	<p>Yes</p>	<p><u>Positive Impact</u> Only 25% of cycling journeys are currently made by females. It has been shown that providing safe dedicated cycling facilities particularly enables women to consider cycling for more journeys. <u>Negative Impact</u> None</p>
<p>Sexual orientation (lesbian, gay, bisexual, heterosexual)</p>	<p>No</p>	<p><u>Neutral</u> The aim of the strategy is to improve transport & access for all</p>
<p>Whilst Socio economic disadvantage that people may face is not a protected characteristic; the potential impact on this group should be also considered</p>	<p>Yes</p>	<p><u>Positive Impact</u> Safe walking & cycling routes and affordable public transport can benefit those in transport poverty, as it will not be necessary to own a private car to access the places and services needed. <u>Negative Impact</u> None</p>

What evidence has been used to assess the likely impacts? (e.g. demographic profiles, research reports, academic research, benchmarking reports, consultation activities, staff surveys, customer surveys, public surveys, complaints, grievances, disciplinary cases, employment tribunal cases, ombudsman cases, media reports)

Extensive reviews of expert knowledge in the latest thinking on transport planning were undertaken in developing the strategy.

Sources include:

- Industry bodies such as The Chartered Institution of Highways & Transportation (CIHT)
- Academic experts
- CBC Strategic Planning and WSCC Transport Planning
- Transport for the South East (TfSE) – draft transport strategy

What resource implications are there to deliver actions from this EIA? (Quantify: people, time, budget, etc.)

None above and beyond what already exists within the service.

Outcome following initial assessment

Does the activity have a **positive** impact on any of the protected groups or contribute to promoting equality, equal opportunities and improving relations within target groups?

Yes

The strategy aims to create a low carbon, healthy and attractive town where our transport and access needs are centered on movement of people and goods rather than vehicles.
This will particularly benefit the young, the old and the disabled, who are less likely to have access to a private vehicle.
It will not disadvantage any particular groups.

Does the activity have a **negative impact** on any of the protected groups, i.e. disadvantage them in any way.

No

There are no negative impacts on protected groups.

Decision following initial assessment

Continue with existing or introduce new / planned activity	Yes	Amend activity based on identified actions	No
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Action Plan (Has the EIA identified any positive or negative impact on any of the protected groups which requires action? E.g. adjustments to the approach or documents, changes to terminology, broadening parameters of policy, etc. If so record any actions to be undertaken and monitored)			
Impact identified	Action required	Lead Officer	Deadline
Any changes to service delivery that result from implementing the strategy may themselves need to be assessed separately for their impact on people with protected characteristics	As and when changes are to be introduced, a separate equalities impact assessment may be required	Louise Skipton-Carter	Before changes are implemented

Monitoring & Review	
Date of last review or Impact Assessment:	2 Jan 2020
Date of next 12 month review:	n/a review if changes are made to the strategy
Date of next 3 year Impact Assessment (from the date of this EIA):	n/a review if changes are made to the strategy

Date EIA completed:	2 January 2020
Signed by Person Completing:	Louise Skipton-Carter
Date Sent to HR and Equalities Team:	3 January 2020
Approved by Head of Service:	

NB – The original signed hard copy & an electronic copy should be kept within your Department for audit purposes. Send an electronic copy to the OD Officer in HR & Development. Also, please complete the summary document overleaf. This will be included on the Council's website.

The EIA Toolkit provides guidance on completing EIAs & HR&D can provide further advice.

Crawley Borough Council Equality Impact Assessment



Completed Equality Impact Assessment	Key findings	Future actions
<p>Directorate / Division:</p> <p>Function or policy name:</p> <p>Officer completing assessment (Job title):</p> <p>Date of assessment:</p>	<p>Economy and Planning</p> <p>Transport Strategy – ‘New Directions for Crawley’</p> <p>Louise Skipton-Carter Sustainability Manager</p> <p>2 January 2020</p>	