

EQUALITY IMPACT ASSESSMENT

Name of activity:	Three Bridges Station Improvement Scheme	Date Completed:	21 Feb 2020		
Directorate / Division responsible for activity:	Economy and Planning	Lead Officer:	Patricia Salami		
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?)

The planning permissions for the development of the train maintenance depot (CR/2011/0093/FUL) and Regional Operations Centre (CR/2011/0075/FUL) at Three Bridges Station included a Section 106 legal agreement for the developers, Network Rail, to make a contribution towards transport or interchange improvements at the station and the contribution cannot be used for any other purpose. This Scheme is a direct response to this requirement.

The purpose of this scheme is to redevelop Three Bridges Station Forecourt and create a new entrance to the station from Station Hill, this will form a vibrant new space with excellent connectivity for all. The scheme seeks to support the following aims of the Crawley Growth Programme

- Improve significantly the quality of sustainable transport infrastructure (bus, cycle routes and pedestrian walkways) and;
- Achieve major bus, cycle and pedestrian connectivity enhancements at 3 of Crawley's 4 railway stations – Crawley, Gatwick and Three Bridges.

What are the main actions and processes involved?

Crawley Borough Council, supported by partners West Sussex County Council, Network Rail and Govia Thameslink Railway (Southern), have carried out three significant and well publicised public consultation exercises since November 2014 on the Three Bridges Station improvement scheme, which has produced the scheme described in detail in the [Three Bridges Station Improvement Scheme Brochure](#).

This will be considered at Cabinet on the 11th March 2020 and if approved, submission of a full planning application in early 2020, Undertake a procurement exercise to appoint a contractor to undertake the construction works in order for them to commence in 2021 subject to the grant of planning permission, and commence the first phase of the scheme in early 2021 i.e. the new station entrance, benefiting Maidenbower and Pound Hill residents.

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

The main beneficiaries of the scheme are residents, tenants, businesses and their employees, all users of the Three Bridges Station,
The benefits of the scheme are as follows:

- A brand new station entrance from Station Hill into the station, which will provide access to all public parts of the station, equipped with ticket machines and gates and staffed by railway staff.
- Additional bike parking for cyclists located at the new station entrance on Station Hill (40 spaces).
- An enlarged dedicated space for public vehicle drop off, a taxi rank and waiting at the front of the station.
- New pedestrian crossing points over Williams Way to the Station and between the taxi area and the public drop off area
- A widened and quality paved area in front of the Station for shared use by both pedestrians and cyclists,
- A greatly improved public space environment in front of the station with better access for disabled station users.
- An enlarged and quality waiting area for bus users in front of the station, equipped with Real Time Passenger Information

The main stakeholders are:

- All users of Three Bridges Station
- 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 Neighborhood Forums (Three Bridges Forum)
- Hackney Carriage Association

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?)

There have been three well publicised consultation exercises which have provided an update on the scheme demonstrating the changes that have developed, the key findings have been that the most viable option is one that provides a no right hand turn out of the station, improves the forecourt and creates a new entrance into the station from Station Hill.

If approval is given on the 11th March, a detailed planning application will be made which will look in more detail in the landownership issues.

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 the Station 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 in and around the station with priority crossings for pedestrians and increased cycling facilities will enable more people to walk & cycle who currently may not. <u>Negative Impact</u> The front of the station remains compliant as per the Equality Act 2010 but it will not be possible to make the Eastern Access compliant with the Equality Act 2010 – aside from the ramp. However overall the station remains compliant due to access at the front.
Gender reassignment (the process of transitioning from one gender to another.)	No	<u>Neutral</u> The aim of the scheme is to improve access for all to the Station
Marriage & civil partnership (Marriage is defined as a 'union between a man and a woman'. Civil partnerships are legally recognised for same-sex couples)	No	<u>Neutral</u> The aim of the scheme is to improve access for all to the Station
Pregnancy & maternity (Pregnancy is the condition of being pregnant & maternity refers to the period after the birth)	No	<u>Neutral</u> The aim of the scheme is to improve access for all to the Station
Race (ethnicity, colour, nationality or national origins & including gypsies, travellers, refugees & asylum seekers)	No	<u>Neutral</u> The aim of the scheme is to improve access for all to the Station
Religion & belief (religious faith or other group with a recognised belief system)	No	<u>Neutral</u> The aim of the scheme is to improve access for all to the Station
Sex (male / female)	Yes	<u>Positive Impact</u>

		<p>Only 25% of cycling journeys are currently made by females. It has been shown that providing safe cycling facilities particularly enables women to consider cycling for more journeys.</p> <p><u>Negative Impact</u> None</p>
Sexual orientation (lesbian, gay, bisexual, heterosexual)	No	<p><u>Neutral</u> The aim of the scheme is to improve access for all to the Station</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>	Yes	<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 Station</p> <p><u>Negative Impact</u> Users of Taxi's may pay more for the service depending on where they are going particularly residents of Maidenbower and Pound hill. GTR may start charging Taxi's to use the rank at the station.</p>
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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 scheme.

Sources include:

- Traffic Modelling Experts
- CBC Strategic Planning, Building and Environment, Economic Policy and WSCC Transport Planning, Highways Authority, Growth Programme

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 Scheme aims to improve the movement of people accessing the station. The needs are centered on movement of people and goods rather than vehicles, which supports the Councils Transport Strategy. 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 scheme 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	Patricia Salami Lynne Hainge	Before changes are implemented

Monitoring & Review

Date of last review or Impact Assessment:	21 February 2020
Date of next 12 month review:	n/a review if changes are made to the scheme

Date of next 3 year Impact Assessment (from the date of this EIA):	n/a review if changes are made to the scheme
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Date EIA completed:	21 February 2020
Signed by Person Completing:	Patricia Salami
Date Sent to HR and Equalities Team:	February 2020
Approved by Head of Service:	Clem Smith

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>Three Bridges Station Improvement Scheme</p> <p>Patricia Salami Station Programme Manager</p> <p>21 February 2020</p>	