

KCC - Growth, Environment and Transport Directorate (GET).

Equality Analysis / Impact Assessment (EqIA)

Directorate Service:

Name of decision, policy, procedure, project or service: Kent Active Travel Fund: A28 Birchington to Westgate

Pathway of Equality Analysis:

Summary and recommendations of equality analysis / impact assessment

Kent County Council has ambitious targets for growth, and as a County Council we recognise that transport infrastructure and the environment are vital to creating sustainable developments and encourage people to live, work and play in Kent.

The ability to travel quickly and safely to our destinations requires a transport network that provides a variety of travel choices that supports a growing population. As such, we have developed initial concept designs in five locations within Kent which seek to create a safer environment for both walking and cycling to offer a real choice to our residents about how they can travel throughout the County. We have received funding for the following five schemes, which are still very much in an early design stage:

- Canterbury: Littlebourne Road - City Centre;
- Folkestone: Central Rail Station – Cheriton;
- Margate: Birchington – Westgate;
- Folkestone: Hythe – Dymchurch; and
- Gravesham: Gravesend – Northfleet.

The schemes aim to encourage and enable active travel, which means walking or cycling as a means of transport in addition to leisure purposes – an attractive and realistic choice for short journeys. It can benefit health and wellbeing by incorporating physical activity into everyday routine as well as reduce the number of vehicles on the road and improve air quality.

We believe these improvements will enable local support for active travel and encourage future investment which will:

- Support our local high streets and businesses by increasing footfall and making efficient use of our road space;
- Address public health crises in our communities by enabling our residents to get active and stay healthy, and get their children walking and cycling to school;
- Encourage cycle friendly streets and public spaces which encourages sustainable tourism;
- Provide a variety of safe and efficient means of transport; and
- Improve air quality and create more pleasant and attractive places to live.

Aims and Objectives

A key aspect of this scheme is the introduction of a new cycle route between Birchington and Margate. This route would provide better connections to key destinations in and around Birchington, Westgate-on-Sea and Margate. These include railway stations, schools, town centres, coastal attractions and business areas. Improvements could also be made along roads which connect to the National Cycle Route on the coast, to make them safer and more attractive for cycling. We also have ideas for area-wide improvements to provide a more pleasant environment for pedestrians and cyclists. These types of improvements aim to create an interconnected transport network for walking and cycling across the area. The cycle route between Birchington and Margate would be around 3.5 miles (5.6km) long.

All interventions are proposed to be permanent, subject to feasibility, statutory consultation and delivery. These interventions are shown in the available proposed Scheme concept plans showing context maps and proposed interventions; these proposed Scheme plans are available on the consultation section of KCCs website.

The improvement ideas are shown below:

- New east-west cycle route linking Birchington to Margate. North-south cycle route improvements to connect to coastal roads;
- Junction improvements to give cyclists priority;
- Crossing improvements for pedestrians and cyclists;
- More cycle parking, including at railway stations; and
- New signage to help navigate cyclists and pedestrians.

Summary of equality impact

There are likely to be a mixture of positive and negative impacts on Protected Groups resulting from the proposed Scheme. Until the design is developed in more detail it is an initial screen of these impacts that is required, however it is currently thought that the impacts are likely to be felt on the following groups:

- Age;
- Disability;
- Sex / Gender;
- Religion; and
- Pregnancy/maternity.

Assuming that the mitigation outlined in the sections below is implemented it is judged that the proposed Scheme can **adjust and continue** with minor implications on Protected Groups.

I have found the Adverse Equality Impact Rating to be **Low**

GET Document Control

Revision History

Version	Date	Authors	Comment
V0.2	04/12/2020	Katie Dean (Author), WSP	
		Sophie Collins (Review), WSP	
		Gavin Lewis (Quality Assurance), WSP	
V1 (this should be assigned to the version the Director signs off)			

Date Document Updated 08/12/2020

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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	Title	Date of Issue
Tim Read		Head of Service	7/12/20
Simon Jones		Director	7/12/20

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?

Social Baseline

Introduction

The following local social profile for the district of Thanet has been compiled from publicly available data to provide context for and to inform the assessment. Data for Thanet has been compared with the average for England / Wales. This comprises information on the following:

- Protected characteristic groups;
- Local communities; and
- Local community facilities and public transport.

A 1km study area has been used to identify facilities relevant to Protected Groups in line with professional judgement and experience on similar schemes.

The proposed Scheme is located in Thanet, within the local authority of the County of Kent which has a population of 1,581,600 in 2019¹.

Protected characteristic profile

Data from the Office of National Statistics (ONS) has been gathered on the following protected characteristics from Section 4 of the Equality Act²:

¹ NOMIS (2019), Labour Market Profile – Kent. Available at: <https://www.nomisweb.co.uk/reports/lmp/la/1941962885/report.aspx> (Accessed: 11 November 2020).

² Highways Agency (2011), Guide to Equality Impact Assessment.

- Age;
- Disability;
- Race;
- Religion or belief;
- Sex/ gender;
- Sexual orientation; and
- Deprivation.

Due to the lack of publicly available data, certain protected characteristics, including gender reassignment, marriage and civil partnership and pregnancy and maternity have not been included in the assessment. Although not required under the Act, the social profile also includes data for deprivation as it provides a measure of a combination of socio-economic matrices, and can be used as an indicator for vulnerable groups.

Ethnicity and religion profile

The percentage of each ethnicity in Thanet District as measured by the ONS, and as outlined in the 2011 Census, is presented in **Table 1**. It shows that the percentage of population classified as White British in Thanet (90.4%) is significantly higher than the England and Wales average percentage (80.5%). The percentages of population for other ethnicities in Thanet are lower than the England and Wales average. This indicates that Thanet is less diverse when compared to the general population in England and Wales. This data suggests that there are no minority groups under this protected characteristic group which are more highly represented and need to be given additional consideration within this assessment.

Table 1 Ethnicity breakdown of Thanet and England and Wales (2011)³

Ethnic group	Thanet		England and Wales	
	Total no.	% of total*	Total no.	% of total*
White: English/welsh/Scottish/Northern Irish/British	121,346	90.4%	45,134,686	80.5%
White: Irish	1,026	0.8%	531,087	0.9%
White: Gypsy or Irish Traveller	187	0.1%	57,680	0.1%
White: Other White	5,635	4.2%	2,485,942	4.4%
Mixed/Multiple Ethnic Groups: White and Black Caribbean	720	0.5%	426,715	0.8%
Mixed/Multiple Ethnic Groups: White and Black African	329	0.2%	165,974	0.3%
Mixed/Multiple Ethnic Groups: White and Asian	598	0.4%	341,727	0.6%
Mixed/Multiple Ethnic Groups: Other Mixed	539	0.4%	289,984	0.5%
Asian/Asian British: Indian	738	0.5%	1,412,958	2.5%
Asian/Asian British: Pakistani	184	0.1%	1,124,511	2.0%
Asian/Asian British: Bangladeshi	178	0.1%	447,201	0.8%
Asian/Asian British: Chinese	450	0.3%	393,141	0.7%
Asian/Asian British: Other Asian	954	0.7%	835,720	1.5%
Black/African/Caribbean/Black British: African	585	0.4%	989,628	1.8%
Black/African/Caribbean/Black British: Caribbean	239	0.2%	594,825	1.1%
Black/African/Caribbean/Black British: Other Black	86	0.1%	280,437	0.5%
Other ethnic group: Arab	118	0.1%	230,600	0.4%

³ NOMIS (2011), Ethnic group. Available at: <https://www.nomisweb.co.uk/census/2011/ks201ew> (Accessed: 11 November 2020).

Ethnic group	Thanet		England and Wales	
	Total no.	% of total*	Total no.	% of total*
Other ethnic group: Any other ethnic group	274	0.2%	333,096	0.6%

*Note: Percentages may not sum exactly due to rounding.

The proportion of different beliefs in Thanet and England and Wales are provided in **Table 2**. It shows that the majority of the population in Thanet is identified as Christian (61.4%) and the second largest group is no religion (28.6%). It also indicates that the population in Thanet has a higher percentage than the England and Wales average (59.3%) that identified as Christian. There are unlikely to be any significant number of additional receptors which could be disproportionately affected by the proposed Scheme.

Table 2 Percentage of people belonging to specific faiths in Thanet and England and Wales (2011)⁴

Religion	Thanet		England and Wales	
	Total no.	% of total*	Total no.	% of total*
Christian	82,447	61.4%	33,243,175	59.3%
Buddhist	491	0.4%	247,743	0.4%
Hindu	639	0.5%	816,633	1.5%
Jewish	273	0.2%	263,346	0.5%
Muslim	1,230	0.9%	2,706,066	4.8%
Sikh	94	0.1%	423,158	0.8%
Other religion	690	0.5%	240,530	0.4%
No religion	38,383	28.6%	14,097,229	25.1%
Religion not stated	9,939	7.4%	4,038,032	7.2%

*Note: Percentages may not sum exactly due to rounding.

⁴ NOMIS (2011), Religion. Available at: <https://www.nomisweb.co.uk/census/2011/ks209ew> (Accessed: 11 November 2020).

Age profile

The age profile in Thanet and England and Wales are provided in **Table 3** below. It shows that when compared to the England and Wales average, the percentage of the population in Thanet is lower for ages ranging between 0 and 9, 25 and 59; and slightly higher for ages ranging between 10 and 17, 60 and over 90. Given these variances to national trends, there is potential for some additional receptors to be affected by the proposed Scheme.

Table 3 Age profile in Thanet and England and Wales (2011)⁵

Age range	Thanet		England and Wales	
	Total no.	% of total*	Total no.	% of total*
0 – 4	8,093	6.0%	3,496,750	6.2%
5 – 7	4,436	3.3%	1,927,039	3.4%
8 – 9	2,805	2.1%	1,208,672	2.2%
10 – 14	8,570	6.4%	3,258,677	5.8%
15	1,726	1.3%	687,994	1.2%
16 – 17	3,473	2.6%	1,391,235	2.5%
18 – 19	3,394	2.5%	1,460,156	2.6%
20 – 24	7,396	5.5%	3,807,245	6.8%
25 – 29	7,320	5.5%	3,836,609	6.8%
30 – 44	23,092	17.2%	11,515,165	20.5%
45 – 59	25,887	19.3%	10,886,135	19.4%
60 – 64	9,581	7.1%	3,377,162	6.0%
65 – 74	14,309	10.7%	4,852,833	8.7%
75 – 84	9,571	7.1%	3,115,552	5.6%
85 – 89	2,866	2.1%	825,671	1.5%
90+	1,667	1.2%	429,017	0.8%

*Note: Percentages may not sum exactly due to rounding.

⁵ NOMIS (2011), Age structure. Available at: <https://www.nomisweb.co.uk/census/2011/ks102ew> (Accessed: 11 November 2020).

Gender Profile

Table 4 presents the 2011 Census gender profile in Thanet and England and Wales. It indicates that the percentage of males (all ages) and females (all ages) in Thanet is similar with the England and Wales average in 2011, Therefore there are not likely to be any significant number of additional receptors which could be disproportionately affected by the proposed Scheme.

Table 4 Gender profile in Thanet and England and Wales (2011)⁶

Gender	Thanet		England and Wales	
	Total no.	% of total	Total no.	% of total
Male	64,555	48.1%	27,075,912	49.2%
Female	69,631	51.9%	28,502,536	50.8%

Disability

A total of 31,348 (23.4%), of the population in Thanet are living with a long-term health problem or disability, significantly higher than the England and Wales average 17.9%. A higher proportion of the population in Thanet (11.5%) identify as having a a long-term health problem or disability which limits their day to day activities a lot than the England and Wales average (8.5%)⁷. Given these variances to national trends, there is potential for some additional receptors to be affected by the proposed Scheme.

Index of Multiple Deprivation

The Indices of Multiple Deprivation (IMD) 2019 use a combination of information relating to income, employment, education, health, skills and training, barrier to housing and services, and crime to create an overall score of deprivation. These scores are then used to rank specific geographical extents. A low rank indicates higher, relative deprivation; hence the most deprived area is ranked 1. IMD data is broken down into smaller areas, known as Lower-layer Super Output Areas (LSOAs), which are a standard statistical geography designed to be of a similar population size, with an average of approximately 1,500 residents or 650 households.

⁶ NOMIS (2011), Usual resident population. Available at: <https://www.nomisweb.co.uk/census/2011/ks101ew> (Accessed: 11 November 2020).

⁷ NOMIS (2011), Long-term health problem or disability. Available at: <https://www.nomisweb.co.uk/census/2011/dc3201ew> (Accessed: 11 November 2020).

The proposed Scheme lies within 12 LSOAs⁸: Thanet 005E, Thanet 005B, Thanet 005C, Thanet 005D, Thanet 003A, Thanet 007C, Thanet 007D, Thanet 008D, Thanet 007E, Thanet 007B, Thanet 003E and Thanet 008C.

Across the seven domains of deprivation, Thanet 003A, Thanet 003E, Thanet 005B, Thanet 007C and Thanet 007D are amongst the 10% to 40% most deprived neighbourhoods in the country for “Income deprivation”, “Employment Deprivation”, “Education Skills and Training”, “Health Deprivation and Disability”, “Crime”, “Income Deprivation Affecting Children Index”, and “Income Deprivation Affecting Older People Index”. Thanet 005E are amongst the least deprived neighbourhoods in the country for the domains for deprivation, except for “Education Skills and Training” and “Living Environment”.

The range in deprivation levels between the affected LSOAs within the proposed Scheme areas means that people living and working within the proposed Scheme area are likely to use and uptake the proposed Scheme in different ways (including host and source destinations and means of travel).

Given the levels of deprivation, particularly within Thanet 003A, Thanet 003E, Thanet 005B, Thanet 007C and Thanet 007D, there is potential for some additional receptors to be affected by the proposed Scheme.

Local Communities and Public Transport

Residential communities located within the 1km study area include the following:

- The town of Birchington-on-Sea at the western end of the proposed Scheme;
- The town of Westgate-on-Sea of which the middle section of the proposed Scheme runs through;
- The village of Garlinge located south of the proposed Scheme, towards the eastern end of the proposed Scheme;
- The settlement of Westbrook located north of the proposed Scheme, towards the eastern end of the proposed Scheme; and
- The town of Margate located at the eastern end of the proposed Scheme.

Public transport, pedestrian and cycling facilities located within 1km of the proposed Scheme include:

- There are three train stations located within 1km of the proposed Scheme located at Birchington-on-Sea, Westgate-on-Sea and Margate. These provide local services to and from Ramsgate, Faversham and Canterbury as well as services to London Victoria and London St Pancras;

⁸ Indices of Deprivation (2019), Indices of Deprivation. Available at: https://dclgapps.communities.gov.uk/imd/iod_index.html# (Accessed: 12 November 2020)

- There are multiple bus stops located along Canterbury Road (A28), Westbrook Avenue (Westbrook), St Mildred's Way (Westgate-on-Sea) Minnis Road (Birchington-on-Sea) and Cecil Square/ Road (Margate), which provide services to and from Birchington-on-Sea, Margate, Canterbury, Westgate-on-Sea, Westcliff, Broadstairs, Minnis Bay and Ramsgate;
- The Viking Trail National Cycle Route (15) runs in parallel to the proposed Scheme along the coast;
- There is some form of pedestrian pavement provision along the length of the proposed Scheme, although this is narrow in places and often lacks suitable crossing points; and
- There are number of Public Rights of Way, most notable of which are the Thanet Coastal Path, Viking Coastal Trail - Sandwich to Reculver and the Beach Roamer - Botany, Bay and Beaches, which are located along the northern coastline north of the proposed Scheme.

Local Community Facilities Relevant to Protected Groups

There are a number of local community facilities which are situated within the study area for the proposed Scheme. All distances are approximate.

Pre-schools

There are eight pre-schools within 1km of the proposed Scheme:

- Noah's Ark Pre-School, Birchington-on-Sea (650m south of the proposed Scheme);
- Piggybank Day Nursery, Westgate-on-Sea (215m north of the proposed Scheme);
- Cheeky Monkeys Pre-school, Westgate-on-Sea (160m north of the proposed Scheme);
- Garlinge Children's Centre, Garlinge (315m south of the proposed Scheme);
- Bright Start, Margate (295m south of the proposed Scheme);
- Manor House Nursery, Margate (295m south east of the proposed Scheme);
- Curious Explorers, Margate (570m south east of the proposed Scheme); and
- Townsend Montessori, Margate (945m south east of the Proposed Scheme).

Primary Schools

There are five primary schools located within 1km of the proposed Scheme:

- Birchington Church of England Primary School (660m south of the proposed Scheme);
- St Saviour's Church of England Junior School (100m north of the proposed Scheme);
- St Crispin's Community Primary Infant School (335m south of the proposed Scheme);
- Garlinge Primary School and Nursery (360m south of the proposed Scheme); and

- Holy Trinity and St John's Church of England Primary School (835m south east of the proposed Scheme).

Secondary Schools

There are three secondary schools located within 1km of the proposed Scheme:

- King Ethelbert Secondary School, Birchington-on-Sea (90m south of the proposed Scheme);
- Ursuline College, Westgate-on-Sea (160m south of the proposed Scheme); and
- Hartsdown Academy, Margate (545m south of the proposed Scheme).

Higher Education

There are two higher education facilities within 1km of the proposed Scheme:

- Margate Adult education, Margate (700m east of the proposed Scheme); and
- University of Kent at Hartsdown Academy (545m south of the proposed Scheme).

GPs, Dentists and Pharmacy

There are two GP practices within 1km of the proposed Scheme:

- Birchington Medical Centre, Birchington-on-Sea (375m west of the proposed Scheme); and
- Westgate Surgery, Westgate-on-Sea (390m north of the proposed Scheme).

There are four dentists located within 1km of the proposed Scheme:

- Birchington Orthodontic Practice, Birchington-on-Sea (170m south west of the proposed Scheme);
- Station Road Dental Surgery, Birchington-on-Sea (70m south of the proposed Scheme);
- Mydentist, Westgate-on-Sea (315m north of the proposed Scheme); and
- Mydentist, Margate (600m north east of the proposed Scheme).

There are six pharmacies located within 1km of the proposed Scheme:

- Payden's Pharmacy, Birchington-on-Sea (320m west of the proposed Scheme);
- Courts Pharmacy, Birchington-on-Sea (120m south of the proposed Scheme);
- Payden's Pharmacy, Westgate-on-Sea (300m north of the proposed Scheme);
- Baxter Pharmacy, Westbrook, (10m north of the proposed Scheme);
- Boots, Margate (600m east of the proposed Scheme); and
- Payden's, Margate (725m north east of the proposed Scheme).

Hospitals

There are no hospitals located within 1km of the proposed Scheme. The nearest hospital is the Queen Elizabeth Hospital in Margate, which is located approximately 1.4km south east of the proposed Scheme.

Care Homes

There are eight care homes located within 1km of the proposed Scheme:

- Beach House, Birchington-on-Sea (130m north west of the proposed Scheme);
- Grenham Bay Court, Birchington-on-Sea (645m north west of the proposed Scheme);
- Spencer House Care Home, Birchington-on-Sea (395m north of the proposed Scheme);
- The West Gate Nursing Home, Westgate-on-Sea (25m north of the proposed Scheme)
- Highfield Residential Home, Birchington-on-Sea (25m north of the proposed Scheme);
- The Lourdes Community Nursing Home, Westgate-on-Sea (260m south of the proposed Scheme);
- Springfield Residential Home, Westgate-on-Sea (235m north of the proposed Scheme);
- Select Health, Westgate-on-Sea (390m north of the proposed Scheme); and
- St. Michaels Care, Westgate-on-Sea (140m north of the proposed Scheme).

Places of Worship, cemeteries/burial grounds

There are 15 places of worship located within 1km of the proposed Scheme:

- Our Lady & St Benedict Royal Catholic Church, Birchington-on-Seas (300m west of the proposed Scheme);
- All saints church, Birchington-on-Sea, (360m south of the proposed Scheme);
- Birchington Methodist Church, Birchington-on-Sea, (350m south of the proposed Scheme);
- Birchington Baptist Church, Birchington-on-Sea (240m south of the proposed Scheme);
- Daughters of Jesus Church, Westgate-on-Sea (510m north of the proposed Scheme);
- Christ Church United Reformed Church, Westgate-on-Sea (385m north of the proposed Scheme);
- Georgina Spiritual Medium Spiritism Centre, Westgate-on-Sea (515m north of the proposed Scheme);
- St James' Church, Westgate-on-Sea (20m north of the proposed Scheme);
- Saint Saviours Parish Church, Westgate-on-Sea (360m north of the proposed Scheme);
- Garlinge Methodist Church, Garlinge, (25m south of the proposed Scheme);
- Greek Orthodox Church of the Archangel Michael, Margate (40m south of the proposed Scheme);
- St John's Church, Margate (835m south east of the proposed Scheme);

- New Life Family Church, Margate (950m south east of the proposed Scheme);
- St Austin & St Gregory Catholic Church (890m south east of the proposed Scheme); and
- Al-Birr Community Centre and Mosque (765m east of the proposed Scheme).

There are no cemeteries, burial grounds or crematoriums located within 1km of the proposed Scheme.

Local Facilities

There are eight convenience stores located within 1km of the proposed Scheme:

- Co-op, 54-56 Station Road, Birchington-on-Sea (185 from proposed Scheme);
- Sainsbury's Local, Station Road, Birchington-on-Sea (125m south from proposed Scheme)
- Co-op, 70-80 Station Road, Birchington-on-Sea (90m south from proposed Scheme);
- Co-op, Station Road, Westgate-on-Sea (195m north of the proposed Scheme);
- Marks and Spencer, Canterbury Road, Garlinge (10m south of the proposed Scheme);
- Tesco Express, Canterbury Road, Westgate-on-Sea (15m north of the proposed Scheme);
- Iceland, Union Road, Margate (730m east of the proposed Scheme); and
- Morrisons, Hawley Street, Margate (770m north east of the proposed Scheme).

There are four post offices located within 1km of the proposed Scheme:

- Birchington Post office (located within Co-op) 70-80 Station Road, Birchington-on-Sea (90m south from proposed Scheme);
- Westgate-on-Sea Post Office, Westgate-on-Sea (320m north east of the proposed Scheme);
- Garlinge Post Office, Garlinge (15m north of proposed Scheme); and
- Margate Post Office (located within WH Smiths), Margate (560m east of the proposed Scheme).

There are four food banks located within 1km of the Proposed Scheme:

- Birchington Baptist Church (250m south of the Proposed Scheme);
- Margate Independent Food Bank CIC (710m east of the Proposed Scheme);
- Salvation Army, Union Crescent, Margate (815m east of the Proposed Scheme); and
- Salvation Army, High St, Margate (585m south east of the Proposed Scheme).

Screening

Based on the proximity of facilities relevant to Protected Groups, the local social profile and the nature of the proposed Scheme, the proposed Scheme is considered to have a **Low Negative** Impact during construction on the Age, Disability, Sex, Religion and Maternity Protected Groups. This rating has been allocated because there are likely to be short-term and reversible negative impacts of the construction of the proposed Scheme on a small number of individuals from these groups, including noise and vibration impacts, temporary road closures and diversions, and delays to journey times. It is considered that these effects can be mitigated using the actions outlined in Part 3 and below.

Part 1 also identifies a **Medium Favourable** impact on the Age, Disability, Sex, Pregnancy / Maternity and Deprivation Protected Groups during operation, because there are likely to be a large number of individuals in these groups affected by the changes, and the benefits are likely to be felt in the medium/long-term. A **Low Favourable** impact on the Religious Protected Group was identified; the benefits were considered to be lower for this group as the uptake of the scheme is unlikely to be as high, but there may be some benefits associated with improved crossing points and safer footways.

There are not considered to be any positive or negative impacts (during construction or operation) on the Gender Identity / Transgender, Sexual Orientation, or Marriage / Civil Partnership Protected Groups due to the absence of a clear relationship between these groups and the proposed Scheme.

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

The proposed Scheme and the consultation process offers the potential for engagement with relevant stakeholder groups and to foster good relations with local organisations and communities.

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	You MUST provide a brief commentary as to your findings, or this EqIA will be returned to you unsigned	
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	High Negative Impact	Medium Negative Impact	Low Negative Impact	High/Medium/Low Favourable Impact
Age	-	-	Yes, potential disruption along the A27 and Alpha Road (particularly for the school aged children and the elderly) during construction	Yes, new and improved cycleways, traffic free routes and improved crossing points will help to facilitate exercise (medium favourable)
Disability	-	-	Yes, potential disruption during construction along the A27 and Alpha Road, which could result in accessibility issues for those with disabilities, in particular those with visual impairments.	Yes, new and improved cycleways, traffic free routes and improved crossing points will help to facilitate exercise particularly for those with disabilities. (medium favourable)
Sex (including gender)	-	-	Yes, during construction, there may be traffic delays, which are likely to disproportionately affect women as the primary escort providers to school aged children.	Yes, new and improved cycleways, traffic free routes and improved crossing points will help to facilitate exercise (medium favourable)

Protected Group	You MUST provide a brief commentary as to your findings, or this EqlA will be returned to you unsigned			High/Medium/Low Favourable Impact
	High Negative Impact	Medium Negative Impact	Low Negative Impact	
Gender identity/ Transgender	-	-	-	No impact predicted during construction or operation
Race	-	-	-	No impact predicted during construction or operation
Religion and Belief	-	-	Yes, potential negative effects from noise and vibration during construction, which could disturb the tranquillity at places of worship and religious services.	Yes, there may be benefits to visitors of the churches during operation, due to the improved connectivity. (Low favourable)
Sexual Orientation	-	-	-	No impact predicted during construction or operation
Pregnancy and Maternity	-	-	Yes, during construction, there may be traffic delays, which are likely to disproportionately affect women as primary escort providers to school aged children.	Yes, new and improved cycleways, traffic free routes and improved crossing points will help to facilitate exercise (medium favourable)

Protected Group	You <i>MUST</i> provide a brief commentary as to your findings, or this EqlA will be returned to you unsigned			
	High Negative Impact	Medium Negative Impact	Low Negative Impact	High/Medium/Low Favourable Impact
Marriage and Civil Partnerships	-	-	-	No impact predicted during construction or operation
Deprivation	-	-	No impact predicted during construction	Yes, new and improved cycleways, traffic free routes and improved crossing points will help to facilitate exercise and provide affordable transport modes (medium favourable)

Part 2 - Full Equality Analysis /Impact Assessment

Protected Groups

As a result of the Screening in Part 1, it is concluded that there is potential for the following protected characteristics to be indirectly affected at a low negative level:

- Age;
- Disability;
- Sex / gender;
- Pregnancy and maternity; and
- Religion and belief.

It is anticipated that the following mitigation measures may further limit the impact on these Protected Groups and could improve uptake of the proposed Scheme. Further detail is also provided within Part 3. Additionally, an EqlA is iterative, and should any additional issues be raised through consultation these will be considered:

Information and Data used to carry out your assessment

The data sources used to identify baseline characteristics of the Study Area are referenced in full in Part 1 above, but include:

- The ONS - <https://www.ons.gov.uk/>
- NOMIS - <https://www.nomisweb.co.uk/>
- The National Travel Survey 2019: https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/906847/nts-2019-factsheets.pdf
- IMD mapping software: http://dclgapps.communities.gov.uk/imd/iod_index.html#
- Google Maps: <https://www.google.co.uk/maps>

Gaps identified include location-specific data relating to the Sexual Orientation and Gender Identity / Transgender Protected Groups, due to the absence of reliable sources of data on these groups at present.

Who have you involved consulted and engaged with?

The public consultation and programme for the schemes proposed under the Kent Active Travel Fund is as follows:

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- 9 December 2020 – 19 January 2021: Undertake initial engagement to understand how people feel about walking and cycling improvements where they live, and to seek views on early ideas;
- January 2021: Review feedback and issue report to inform scheme development; and
- Summer 2021: Public Consultation to seek views on the scheme designs which have been developed.

A number of key stakeholders relevant to Protected Groups have been identified, and who will be consulted with as part of this process. This includes active travel and accessibility groups (for example Sustrans, Bikeability, Living Streets), professional road users (for example taxi companies) and transport operators, education facilities, healthcare facilities, places of worship and local resident and community groups.

Specific organisations relevant to the disability Protected Group also to be consulted with are as follows:

- Kent Association for the Blind;
- Hi Kent (Support for Deaf and Hard of Hearing People);
- Kent Learning Disability Partnership Board;
- Disability Information Service Kent; and
- Kent Autistic Trust.

This EqlA is a live document and will be updated on a regular basis, particularly in light of any comments which arise during consultation.

Analysis

Age

There are not expected to be any direct disproportionate impacts from the construction of the proposed Scheme on this group, and during operation, there are likely to be benefits from the proposed Scheme.

Neither the construction or the operation of the proposed Scheme is likely to directly affect or have a disproportionate impact on pre-school school aged children. Given the relative distance of the proposed Scheme from the pre-schools within 1km, and given each has several access route options, there is not likely to be a high negative impact in terms of journey delays due to diversions, or operational improvements in safety or access to the pre-schools.

There are likely to be benefits for primary school age children who will be able to travel more safely to school along the new off-road route via active travel means. According to the National Travel Survey (NTS)⁹, 43% of children walk to school, with approximately 2% of primary aged children cycling to school. The average length and time of primary school trips is 1.8 miles (or 2.8km) so within the 1km study area. Therefore, any improvements to the cycle network will benefit this age group, especially given the proximity of the new route to St Saviour's Church of England Junior School and St Crispin's Community Primary Infant School.

During construction, there may be temporary disruption to secondary school age students, due to the proximity of the proposed Scheme works to both King Ethelbert Secondary School and Ursuline College. This might include noise and vibration disruption as the works are conducted. However, there are likely to be operational benefits for secondary school age children who will be able to travel more safely to school along the new segregated cycle routes via active travel means. According to the National Travel Survey^{Error! Bookmark not defined.}, secondary school aged children are more likely to use public transport or walking or cycling routes, with 39% walking, 29% taking the bus, 26% by car and 3% cycling. Therefore, any improvements to the cycling network will benefit this age group and could encourage cycling uptake, especially given the direct access to the school.

The construction of the proposed Scheme, particularly any temporary road diversions, may cause temporary disruption and delays to residents of, carers at, and visitors to the Highfield Residential Home and West Gat Care Home, who would likely use the A28 to access facilities (including health facilities) in Westgate-on-Sea or Margate. Elderly drivers who use this road to access facilities in Westgate-on-Sea, Birchington-on-Sea and Margate, might also be disproportionately impacted by any confusion caused by unfamiliar road layouts which might be in place during construction. Once the proposed Scheme is operational, elderly residents of the area would likely benefit from the proposed Scheme, particularly relating to wider footways (which are more likely to comfortably host wheelchairs and mobility aids) and safer crossing points.

Any changes to the access to the bus stops along the A28, Epple Road and Alpha Road as a result of the construction of the proposed Scheme might also indirectly and disproportionately impact elderly people and young people aged between 17-20, who are more likely to use public transport than other groups¹⁰.

⁹ National Travel Survey, 2020, Trips to and from School by Main Mode (NTS0613) available at: <https://www.gov.uk/government/statistical-data-sets/nts03-modal-comparisons#mode-by-purpose>

¹⁰ National Travel Survey, 2020, Average number of trips (trip rates) by age, gender and main mode (NTS0601) available at: <https://www.gov.uk/government/statistical-data-sets/nts03-modal-comparisons#mode-by-purpose>

Should any changes to parking be required to accommodate the construction or the operation of the proposed Scheme, this has the potential to directly (in the case of designated disabled parking bays) or indirectly (in the case of general parking removed in the vicinity of relevant services) impact upon blue badge holders (including elderly residents who may have reduced mobility). Where this is the case, alternative provision would be made to mitigate against any disproportionate impacts.

Disability

There are not expected to be any direct disproportionate impacts from the construction of the proposed Scheme on disabled people.

The construction of the Scheme, particularly any temporary road diversions, may cause temporary disruption and delays to local disabled residents, who would likely use the A28 to access facilities (including health facilities) in Westgate-on-Sea, Margate and Birchington-on-Sea. Disabled drivers who use this road to access facilities, might also be disproportionately affected by any confusion caused by unfamiliar road layouts which might be in place during construction.

According to the DfT's report on Disabled People's Travel Behaviour and Attitudes to Travel (2017)¹¹, having a disability significantly increases the probability of travelling by bus. Therefore, any changes to the access to the two bus stops along A28, Epple Road and Alpha Road as a result of the construction of the proposed Scheme might also indirectly disproportionately affect disabled people and those with limited mobility.

Once the proposed Scheme is operational, disabled residents of the area would likely benefit from the proposed Scheme, particularly relating to wider footways (which are more likely to comfortably host wheelchairs and mobility aids) and safer crossing points. New and improved cycleways, traffic free routes and improved crossing points will help to facilitate exercise particularly for those who may have felt they cannot walk or cycle in their area due to a lack of access to safe walk and cycle routes.

Should any changes to parking be required to accommodate the construction or the operation of the proposed Scheme, this has the potential to directly (in the case of designated disabled parking bays) or indirectly (in the case of general parking removed in the vicinity of relevant services) impact upon blue badge holders (including elderly residents who may have reduced mobility). Where this is the case, alternative provision would be made to mitigate against any disproportionate impacts.

¹¹ Department for Transport, Clery, E, et al, Disabled People's Travel Behaviour and Attitudes to Travel, 2017 available at: https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/647703/disabled-peoples-travel-behaviour-and-attitudes-to-travel.pdf

The Wheels for Wellbeing's Annual Survey of Disabled Cyclists in 2019¹² stated in its key findings that 51% of respondents have been unable to complete a journey due to inaccessible cycle routes and 32% have been unable to park their non-standard cycle. Opportunities should be sought to ensure that the network is also accessible for disabled cyclists, and that adequate cycle infrastructure is provided, to reduce the possibility for indirect impacts.

Sex (including gender)

The proposed Scheme has potential to indirectly impact a higher proportion of women during construction, as women are more likely than men to provide both education/escort trips and leisure trips (likely with children) and according to the Office for National Statistics¹³, are much more likely to be responsible for childcare. This is particularly so in women aged between 30-39 and 40-49, who in 2019, made 220 and 239 (respectively) more trips than men in the same age groups^{Error! Bookmark not defined.}.

During construction, there may be traffic delays associated with diversions or re-routing, which are likely to disproportionately affect women as the primary escort providers, particularly give the proximity of King Ethelbert Secondary School, Ursuline College, St Saviour's Church of England Junior School and St Crispin's Community Primary Infant School to the proposed Scheme.

Once operational, it is expected that the proposed Scheme has the potential to produce benefits, although these benefits are likely to differ between males and females. Men are much more likely than women to commute to work via bicycle (74% of commuters that cycle are men, 26% are women¹⁴), therefore the operation of the proposed Scheme is likely to benefit men, causing reduced journey times and safer travel routes. According to Sustrans¹⁵, 76% of women who cycle or would like to start, would find cycle routes along the road (but physically separated from traffic) very useful to begin cycling or cycle more. The provision of segregated routes along the A28 may encourage more females to take up cycling more regularly.

¹² Wheels for Wellbeing's Annual Survey of Disabled Cyclists, 2019, available at: <https://wheelsforwellbeing.org.uk/wp-content/uploads/2020/07/WFWB-Annual-Survey-Report-2019-FINAL.pdf>

¹³ Office for National Statistics, 2020 INAC01 SA: Economic Inactivity by Reason, available at:

<https://www.ons.gov.uk/employmentandlabourmarket/peoplenotinwork/economicinactivity/datasets/economicinactivitybyreasonseasonallyadjustedinac01sa>

¹⁴ Office for National Statistics, The Commuting Gap, 2018, available at:

<https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/employmentandemployeetypes/articles/thecommutinggapmenaccountfor65ofcommuteslastingmorethananhour/2018-11-07>

¹⁵ Sustrans, Inclusive City Cycling Women: Reducing the Gender Gap, 2018, available at: <https://www.sustrans.org.uk/media/2930/2930.pdf>

The provision of pedestrianised zones, traffic restrictions and the provision of safer crossings, will also benefit women by providing a safe route to escort children to school on foot, or to provide leisure trips with infants, encouraging active travel.

Gender identity/ Transgender

There is no clear evidence, data or rationale to consider that the construction or operation of the proposed Scheme will have a direct or disproportionate impact on this group. This assumption will be reviewed following any consultation and during the detailed design stage.

Race

There is no clear evidence, data or rationale to consider that the construction or operation of the proposed Scheme will have a direct or disproportionate impact on this group. This assumption will be reviewed following any consultation and during the detailed design stage.

Religion and Belief

There is the possibility that the construction of the proposed Scheme could disproportionately affect members of this protected group, due to the vicinity of the proposed Scheme to St James' Church in Westgate-on-Sea, Garlinge Methodist Church in Garlinge and the Greek Orthodox Church of the Archangel Michael in Margate.

The tranquillity of the churches and any internal and external spaces such as churchyards could be impacted (albeit temporarily) by the proposed Scheme's construction. There may be delays caused by visitors to the churches should the proposed Scheme require any temporary road diversions during construction.

However, once operational there may be benefits to visitors of the churches during operation, due to the improved connectivity for walkers, cyclists and wheelchair users as a result of the operation of the route. However, it is likely that a larger proportion of visitors would use a vehicle to access them.

Sexual Orientation

There is no clear evidence, data or rationale to consider that the construction or operation of the proposed Scheme will have a direct or disproportionate impact on this group. This assumption will be reviewed following any consultation and during the detailed design stage.

Marriage and Civil Partnerships

There is no clear evidence, data or rationale to consider that the construction or operation of the proposed Scheme will have a direct or disproportionate impact on this group. This assumption will be reviewed following any consultation and during the detailed design stage.

Pregnancy and Maternity

The proposed Scheme has potential to indirectly impact a higher proportion of women during construction, as women are more likely than men to provide both education/escort trips and leisure trips (likely with children) and according to the Office for National Statistics^{Error! Bookmark not defined.}, are much more likely to be responsible for childcare. This is particularly so in women aged between 30-39 and 40-49, who in 2019, made 220 and 239 (respectively) more trips than men in the same age groups^{Error! Bookmark not defined.}.

During construction, there may be traffic delays associated with diversions or re-routing, which are likely to disproportionately affect women as the primary escort providers, particularly given the proximity of King Ethelbert Secondary School, Ursuline College, St Saviour's Church of England Junior School and St Crispin's Community Primary Infant School to the proposed Scheme. However, once operational, the provision of pedestrianised zones, traffic restrictions and the provision of safer crossings, will also benefit women by providing a safe route to escort children (particularly those in prams and pushchairs) to school on foot, or to provide leisure trips with infants, encouraging active travel.

Deprivation

There are not expected to be any direct disproportionate impacts from the construction of the proposed Scheme on this group. It is expected that the proposed Scheme might produce benefits to more deprived areas and individuals with lower incomes once operational. Poorer households are much less likely to have access to a car¹⁶, and therefore have an existing dependence on the walking and cycle network already, for education, employment or access to facilities. Any improvements to the safety or efficiency of this network would therefore benefit them.

¹⁶ ONS, Percentage of households with cars by income group, tenure and household composition: Table A47, 2018, available at: <https://www.ons.gov.uk/peoplepopulationandcommunity/personalandhouseholdfinances/expenditure/datasets/percentageofhouseholdswithcarsbyincomegroupandhouseholdcompositionuktablea47>

Adverse Impact

As outlined above, there is likely to be a low negative impact on the Age, Disability, Sex, Religion and Pregnancy / Maternity Protected Groups during construction. These effects are associated with changes to access to healthcare services, local facilities, journey delays (including for education escort), potential confusion resulting from changing road layouts (particularly for elderly and disabled drivers) and noise and vibration disturbance. As stated above, these effects are temporary, short term and reversible, however the following mitigation is still deemed to be required to minimise impacts as far as possible:

- Potential disturbance during construction for pupils at King Ethelbert Secondary School, Ursuline College, St Saviour's Church of England Junior School and St Crispin's Community Primary Infant School, should be considered during construction. Construction should ensure that disturbance lasts the minimum amount of time and disruption during peak drop off and pick up times should be limited.
- The tranquillity and setting of St James' Church, Garlinge Methodist Church and the Greek Orthodox Church of the Archangel Michael, should be considered during the construction phase of the proposed Scheme. No disproportionate effects should be felt by users and visitors, for instance by ensuring construction disturbance lasts the minimum amount of time, avoidance of construction work during service times and ensuring that peace and privacy is maintained throughout the operation of the proposed Scheme.
- Suitable signage and other accessible communications will be erected to advise of impending changes and access to the area will be retained during the construction of the proposed Scheme.
- Consideration should be given to how the route connects with the wider road and public transport network and general perceived safety of the route. If the accessibility of the routes which connect to the Proposed Scheme are deemed to be dangerous or inaccessible, it could affect the ability of those with disabilities to use the Proposed Scheme.
- The local police, fire department and hospitals will be informed of changes to the road layouts and access to destinations during the construction of the proposed Scheme.
- Consideration should be given to the accessibility of the route for parents with prams, or those with small children on bikes (including gradients and pavement materials).

Positive Impact

A low or medium favourable impact has been identified for the Age, Disability, Sex / Gender, Religion, Pregnancy and Maternity, and Deprivation Protected Groups, as outlined above. This is due to a number of factors including improved journey times,

improved safety, and health benefits associated with active travel. However, it is considered that the actual scale of the benefits depends on the uptake of the scheme. Some measures to improve uptake include:

- To ensure uptake is maximised, it should be ensured that there is adequate provision for cycling infrastructure to safely store bicycles at the school.
- It is also recommended that Bikeability Training is provided for school-age children within the study area, which may give parents more confidence to allow their children to cycle independently to school, as well as giving the children themselves confidence. This is likely to therefore help to reduce car trips.
- It is recommended that the adequacy of resting places along the route is reviewed, and additional resting places provided if deemed unsuitable.
- Opportunities should be sought to ensure that the network is also accessible for disabled cyclists, and that adequate cycle infrastructure is provided if found to be lacking, to reduce the possibility for indirect impacts.
- Consideration should be given to the type of surfacing used along the route. It is recommended that tarmac is used to surface the route, as this would make the route more accessible for the elderly and those with disabilities.
- It is recommended that all crossings (both during construction and operation) are usable for those with sight or hearing impairments, and for wheelchair users. The proposed Scheme should consider the type of surfacing used along the route. It is recommended that tarmac is used to surface the route, as this would make the route accessible for those with disabilities. If this is not possible, the route is likely to be less accessible to some users.
- Consideration should also be given to how the route connects with the wider road and public transport network (in particular the existing Viking Trail National Cycle Route), and general perceived safety of the route.

JUDGEMENT

There are likely to be a mixture of positive and negative impacts on Protected Groups resulting from the proposed Scheme. Until the design is developed in more detail it is an initial screen of these impacts that is required, however it is currently thought that the impacts are likely to be felt on the following Protected Groups:

- Age;
- Disability;
- Sex / gender;
- Pregnancy and maternity; and
- Religion and belief.

Assuming that the mitigation outlined in the sections below is implemented it is judged that the proposed Scheme can **adjust and continue** with minor implications on Protected Groups.

Part 3 - Action Plan

Protected Characteristic	Issues identified	Action to be taken	Expected outcomes	Owner	Timescale	Resource implications
All Protected Characteristics	Issues identified in Parts 1 and 2 above may evolve following consultation, or new issues may be identified.	Conclusions will be revisited following consultation.	Fully inclusive and thorough assessment of impacts on Protected Groups, including a list of appropriate and approved mitigation items.	Kent County Council (Schemes Planning and Delivery)	Following public consultation	To be built into project resource plans
Age	Increased uptake of cycling by school aged children (relative to the baseline) as a result of the proposed Scheme	Adequate provision of cycling infrastructure to safely store bicycles at the school should be ensured.	Improvement in uptake of active travel to school.	Kent County Council (Schemes Planning and Delivery and School officers), local schools	Detailed design stage	To be built into project resource plans
Age	Increased uptake of cycling by school aged children (relative to the baseline) as a result of the proposed Scheme	It is recommended that Bikeability training is provided for school-age children in the study area.	This may give parents more confidence to allow their children to cycle independently to school, as well as giving the	Kent County Council (Schemes Planning and Delivery and School officers), local schools	Post-Construction / Operation	To be built into project resource plans

Protected Characteristic	Issues identified	Action to be taken	Expected outcomes	Owner	Timescale	Resource implications
			children themselves confidence. This would therefore reduce car trips.	and Kent Bikeability officer		
Age	Disturbance of pupils at King Ethelbert Secondary School, Ursuline College, St Saviour's Church of England Junior School and St Crispin's Community Primary Infant School.	Construction should ensure that disturbance lasts the minimum amount of time, and peace and disruption during peak drop off and pick up times should be limited.	Limited disturbance from construction to staff, pupils and visitors.	Kent County Council (Schemes Planning and Delivery) / Main Contractor (Amey)	Pre-Construction / Construction	To be built into project resource plans
Age / Disability	Increased use of safer footpaths and crossings by elderly / disabled people	It is recommended that the adequacy of resting places along the route is reviewed, and additional resting places included in the detailed design if deemed unsuitable.	Improvement in safe uptake of the proposed Scheme for elderly / disabled people, and those with limited mobility.	Kent County Council (Schemes Planning and Delivery) / Designer & Main Contractor (Amey)	Detailed design stage	To be built into project resource plans
Age / Disability	Increased use of	Design of the	Improvement in	Kent County	Detailed design	To be built into

Protected Characteristic	Issues identified	Action to be taken	Expected outcomes	Owner	Timescale	Resource implications
	safer footpaths, cycleways and crossings by elderly / disabled people	proposed Scheme should be in line with best practice guidance (such as Local Transport Note 1/20 ¹⁷). The proposed Scheme should consider the type of surfacing used along the route. It is recommended that tarmac is used to surface the route, as this would make the route accessible for those with disabilities.	safe uptake of proposed Scheme for elderly / disabled people, and those with limited mobility.	Council (Schemes Planning and Delivery) / Designer & Main Contractor (Amey)	stage	project resource plans
Age / Disability	Increased confusion associated with altered road layout during construction.	Suitable signage and other accessible communications will be erected to advise of impending changes and access to the area will be retained during the construction of the	Safer travel for elderly / disabled drivers during construction.	Kent County Council (Schemes Planning and Delivery) / Main Contractor (Amey)	Pre-Construction / Construction	To be built into project resource plans

¹⁷ Department for Transport (2020) Local Transport Note 1/20: Cycle Infrastructure Design
https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/906344/cycle-infrastructure-design-ltn-1-20.pdf

Protected Characteristic	Issues identified	Action to be taken	Expected outcomes	Owner	Timescale	Resource implications
		proposed Scheme.				
Age / Disability	Changes in access / locations of bus stops for travel	Suitable signage and other accessible communications will be erected at bus stops to advise of impending changes and access to the area will be retained during the construction of the proposed Scheme.	Reduced disturbance to bus travel during construction.	Kent County Council (Schemes Planning and Delivery) / Local Highway Authority / Main Contractor (Amey) / Bus operators	Pre-Construction / Construction	To be built into project resource plans
Age / Disability	Delays to access care homes and hospitals during construction	The local police, fire department and hospitals will be informed of changes to the road layouts and access to destinations during the construction of the proposed Scheme.	Informed decision-making and travel plans for carer trips.	Kent County Council (Schemes Planning and Delivery) / Main Contractor (Amey)	Pre-Construction / Construction	To be built into project resource plans
Disability	Increased use of safer footpaths and crossings by disabled people	Design of the proposed Scheme should be in line with best practice	Improvement in safe uptake of proposed Scheme for	Kent County Council (Schemes Planning	Detailed design stage	To be built into project resource plans

Protected Characteristic	Issues identified	Action to be taken	Expected outcomes	Owner	Timescale	Resource implications
	and limited mobility	guidance (such as Local Transport Note 1/20 ¹⁸). It is recommended that all crossings (both during construction and operation) are appropriate for those with sight or hearing impairments. Opportunities should be sought to ensure the design is accessible and inclusive (including inclusive cycle parking infrastructure).	disabled people.	and Delivery) / Designer & Main Contractor (Amey)		
Sex (including gender)	Delays to education escort trips, which would affect women	Suitable signage will be erected to advise of impending changes and access to the area will be retained during the construction of the proposed Scheme.	Informed decision-making and travel plans for education escort trips.	Kent County Council (Schemes Planning and Delivery) / Main Contractor (Amey)	Pre-Construction / Construction	To be built into project resource plans

¹⁸ Department for Transport (2020) Local Transport Note 1/20: Cycle Infrastructure Design
https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/906344/cycle-infrastructure-design-ltn-1-20.pdf

Protected Characteristic	Issues identified	Action to be taken	Expected outcomes	Owner	Timescale	Resource implications
Religion and Belief	Delays to access to places of worship during construction.	Suitable signage will be erected to advise of impending changes and access to the area will be retained during the construction of the proposed Scheme.	Informed decision-making and travel plans for trips to places of worship.	Kent County Council (Schemes Planning and Delivery) / Main Contractor (Amey)	Pre-Construction / Construction	To be built into project resource plans
Religion and Belief	Disturbance of the tranquillity and setting of St James' Church, Garlinge Methodist Church and the Greek Orthodox Church of the Archangel Michael, for visitors and users.	Construction should ensure that disturbance lasts the minimum amount of time, is mindful of service times.	Limited disturbance from construction to visitors and users.	Kent County Council (Schemes Planning and Delivery) / Main Contractor (Amey)	Pre-Construction / Construction	To be built into project resource plans

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

Yes/No

Next Steps

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1. Having completed Part 3, then then please complete the Judgement and the Summary RAG Rating above, and submit this form to your Head of Service and Director for sign off. Once they have both signed, please send to GETcsp@kent.gov.uk and diversityinfo@kent.gov.uk with the title of the project clearly stated along with 'Final EqIA'. It will then be logged and published on the KCC Intranet as well as available to external customers upon request.
2. If the activity will be subject to a Cabinet decision, the EqIA must be submitted to Democratic Services democratic.services@kent.gov.uk along with the relevant Cabinet report.
3. The original signed hard copy and electronic copy should be kept with your team for audit purposes

