

# Tameside Metropolitan Borough Council Equality Impact Assessment Form

<b>Subject / Title</b>	Mayor's Challenge Fund (MCF) Scheme: - Stamford Drive to Granville Street Scheme, Stalybridge and Ashton-under-Lyne
<b>Project Lead Officer (Name and Job Title)</b>	Andrea Hebbelthwaite, Engineering Services Manager (Highways)
<b>Assistant Director / Director</b>	Emma Varnam
<b>Department</b>	Operations and Neighbourhoods
<b>Directorate</b>	Place

<b>EIA Start Date</b>	<b>EIA Completion Date</b>
February 2020	Ongoing

This Equality Impact Assessment template contains collapsible advice and instructions. **Whenever you see a triangle pictured here, ► click on it to reveal or collapse advice and instructions.**

## PURPOSE OF THE EQUALITY IMPACT ASSESSMENT

An Equality Impact Assessment (EIA) aims to examine whether a proposal will contribute to or alleviate inequalities in Tameside through assessing the potential impacts the proposal may have on people with 'protected characteristics'. (A 'proposal' here includes any strategy, policy, service change, or project).

'Protected characteristics' are attributes that people have or experiences that people may go through which can result in marginalisation or disadvantage. Under the Equality Act 2010, there are nine legally mandated protected characteristics to consider:

- Age
- Sex
- Race (including colour, nationality, and ethnicity)
- Religion or belief
- Disability
- Sexual orientation

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- Gender identity<sup>1</sup>
- Pregnancy and maternity
- Being married or in a civil partnership

Tameside Council has classified further characteristics as protected, referred to as 'extra protected characteristics'. These are below:

- Carers
- Cared for Children and Care Leavers
- Ill Mental Health
- Neurodivergence
- Socio-Economic Disadvantage

Conducting an Equality Impact Assessment based on these protected characteristics will aid compliance with the Public Sector Equality Duty (Equality Act 2010, section 149), which requires that all public bodies pay 'due regard' to the three general aims of the Public Sector Equality Duty:

- i. Eliminate unlawful discrimination, harassment, and victimisation
- ii. Advance equality of opportunity between people who share a protected characteristic and those who do not
- iii. Foster good relations between people who share a protected characteristic and those who do not

Having 'due regard' involves:

- Removing or minimising disadvantages suffered by people due to their protected characteristics
- Taking steps to meet the needs of people from protected groups where these are different from the needs of other people
- Encouraging people from protected groups to participate in public life or in other activities where their participation is disproportionately low

## EQUALITY IMPACT ASSESSMENT CORPORATE STANDARDS

Due to the important ethical and legal aims of the Equality Impact Assessment (EIA), there are several corporately agreed criteria which should be fulfilled when completing EIAs:

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<sup>1</sup> We have rearticulated 'gender reassignment' under the Equality Act 2010 as 'gender identity'. An explanation for this is given in the definitions of protected characteristics in STEP FIVE.

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- An EIA is required for all formal decisions that involve changes to service delivery. For all other proposals, an EIA must be considered.
- The decision as to whether an EIA is undertaken rests with the Project Lead Officer in consultation with the appropriate Assistant Director / Director where necessary. Where an EIA is not completed, the reason(s) for this must be detailed within the appropriate report.
- EIAs must be timely and completed alongside the development of any proposal. The findings of any potential detrimental or inequitable impact that may occur through the implementation of the proposal on residents, service users, or staff must be brought to the attention of the decision maker in the accompanying report. Appropriate mitigations must be integrated into the development of the proposal.
- EIAs should be carried out by at least two people. Guidance from case law indicates that judgements arrived at in isolation are not consistent with showing 'due regard' to the necessary equality duties.

## INITIAL SCREENING

Purpose:	To identify which proposals need to proceed to Part II of the EIA Process – the full EIA.
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## Step 1: Summarise the proposal

1a.	Proposal Title:	Mayor’s Challenge Fund (MCF) Scheme: - Stamford Drive to Granville Street, Stalybridge and Ashton-under-Lyne
1b.	Proposal Aims:	To improve the environment to the south of the A635 Stamford Street by making walking and cycling a real alternative to the car. It is anticipated that providing increased opportunities for active travel would also bring health, economic and environmental benefits to our communities.

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		<p>To comply with MCF requirements it is important that schemes are designed to best meet the needs of all users. In order to deliver high quality walking and cycling schemes the Council embeds the principles (1-8), where appropriate, in the design and development of all such schemes: -</p> <ol style="list-style-type: none"> <li>1. Streets should be places where people choose to spend time socialising rather than just save time passing through.</li> <li>2. Street design should focus on moving people rather than traffic.</li> <li>3. Dedicated separate space should be provided for walking and for cycle traffic.</li> <li>4. People should feel safe, relaxed and secure on the street and not just in the car.</li> <li>5. People should feel they can stroll without delay and linger without issue.</li> <li>6. Protection and priority should be given to people cycling and walking at junctions.</li> <li>7. Health benefits should be highlighted and quantified for all street improvements.</li> <li>8. Walking, cycling and public transport should go hand in hand.</li> </ol> <p>This approach was approved at the Council’s Executive Cabinet meeting on 27 November 2019, which can be viewed via the following link: - <a href="#">ITEM 6d - Walking and Cycling Update FINAL.pdf (moderngov.co.uk)</a></p>
1c.	Context:	<p>As part of a wider programme within Greater Manchester, Tameside Council is proposing to introduce a number of improvements to the walking and cycling infrastructure within the neighbourhoods to the south of the A635 Stamford Street, between Stamford Drive and Granville Street, Ashton-under-Lyne and Stalybridge. These improvements will be achieved by using a ‘Filtered Neighbourhood’ approach to reduce the speed of vehicles and to impede rat-running by through traffic, thereby creating an environment that is safer and easier for pedestrians and cyclists to negotiate. If implemented the proposals will provide an east to west route away from the busy A635, including shared footway and cycleway facilities on Clarence Street, Frederick Street and Stamford Drive; and a new signalised toucan crossing of Clarence Street.</p>
1d.	Stakeholders:	<p>The proposals are aimed at all users of the local highway network. By creating an environment that is safer and easier for pedestrians and cyclists to negotiate it is hoped that more people will be encouraged to walk or cycle when making short journeys. It is anticipated that providing increased opportunities for active travel will also bring health, economic and environmental benefits to our communities, whilst making the neighbourhoods to the south of the A635 Stamford Street, between Ashton and Stalybridge, a safer and a more pleasant environment to be.</p> <p>Borough wide consultations were held to inform the design and development of this scheme. Ward members, the Emergency Services, Bus Operators and Transport Associates have also been informed of the proposals.</p>

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## Step 2: Impact Analysis – identify the impacts

Purpose:	To identify potential impacts the proposal may have on people with protected characteristics.
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### SEE INSTRUCTION:

Each potential impact can be classified as ‘direct’ or ‘indirect’.

A **direct impact** occurs when the proposal is targeted at a particular group. For example, if libraries closed down children’s areas, this would directly impact children under ‘Age’.

An **indirect impact** occurs when the proposal is more general or universal, but it has a knock-on effect on people with particular protected characteristics. For example, if a pelican crossing is removed due to construction or highway changes, this would indirectly impact people with disabilities (‘Disability’), the elderly (‘Age’), people with children or who are pregnant (‘Pregnancy/Maternity’).

If a detrimental direct or indirect impact is identified, an appropriate **mitigating action** should be integrated into the development of the proposal. A mitigating action is an adjustment to the proposal that will reduce or minimise the impact. This is covered in STEP SIX of the EIA Process.

The Impact Analysis is separated between two steps: STEP TWO (here) and STEP FIVE (below). In this step:

- State whether any direct or indirect impacts have been identified under each protected characteristic.
- List the impacts identified under each protected characteristic.
- Identify whether a mitigation action is required.

There is **no requirement** at this stage to provide the detailed evidence about each impact or identify specific mitigating actions.

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When identifying impacts, think about:

- Information and intelligence you have access to (e.g. data that is publicly available)
- Experiences and knowledge of residents and service users
- Experiences and knowledge of colleagues, including frontline staff
- Experiences in other local boroughs, particularly Greater Manchester and statistical neighbours
- Research reports from think tanks, academia, government organisations, and charities
- **‘Multiple marginalisation’** – how the proposal may impact people with combinations of protected characteristics (e.g. Age and Race/Ethnicity) rather than consider each protected characteristic singularly. A proposal may impact people with one combination of protected characteristics more than another combination of protected characteristics. For example, moving a service from physical to digital provision may detrimentally affect elderly people of Bangladeshi backgrounds more than elderly people of a White British background.

Protected Characteristic	Direct Impact	Indirect Impact	Mitigation Required
<i>Select yes or no from the drop-down list in each box to identify whether any direct or indirect have been identified under each protected characteristic, and also select yes or no to determine whether a mitigating action is required. Subsequently, list these impacts.</i>			
Age	No	Yes	No
Sex	No	Yes	No
Race (including colour, nationality, and ethnicity)	No	No	No
Religion or Belief	No	No	No
Disability	No	Yes	Yes
Sexual Orientation	No	No	No
Gender Identity	No	No	No
Pregnancy/Maternity	No	No	No

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Marriage/Civil Partnership	No	No	No
Carers	No	No	No
Cared for Children and Care Leavers	No	No	No
Ill Mental Health	No	No	No
Neurodivergence	No	No	No
Socio-Economic Disadvantage	No	No	No
Multiple Marginalisation	No	No	No

## Step 3: Initial Screening Sign Off

Purpose:	To determine whether a proposal should proceed from the Initial Screening to the Full Equality Impact Assessment.
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### SEE INSTRUCTION:

A full Equality Impact Assessment should be undertaken when:

- There is a formal decision relating to changes in service delivery
- A detrimental impact against a protected group has been identified, irrespective of whether the impact is direct or indirect
- There are substantial, important gaps in knowledge that prevent proper consideration of the proposal's potential impacts

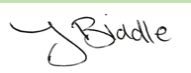

**Sign off is only required if the Initial Screening does not proceed to the Full Equality Impact Assessment.**

1e.	Does the proposal require a full EIA?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
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1f.	If you are not undertaking a full EIA, please provide justification as to why not.	
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This initial screening has been completed by the EIA Lead Officer:	Name: Joanne Biddle	
	Signature: 	
	Department: Engineering Services	
	Date: 17/01/2024	
This Initial Screening has been checked by the Assistant Director / Director:	Name: Emma Varnam	
	Signature: 	
	Department: Operations and Neighbourhoods	
	Date: 18/01/2024	



## FULL EQUALITY IMPACT ASSESSMENT

### Step 4: Issues to Consider

#### SEE INSTRUCTION:

#### ***Data and Intelligence***

The following types of data can potentially be accessed:

- Publicly available national data (e.g. from the Local Authority Interactive Tool, ONS, NOMIS, NHS Digital, relevant government departments)
- Local data
- Service user information

It is also worth considering how this data can be used, for example:

- Benchmarking data for Tameside against other local authorities, e.g. local authorities in Greater Manchester, statistical neighbours
- Whether national or regional data can be applied to Tameside
- Whether data at a smaller geographical scale than Tameside is required, e.g. by ward, by MSOA/LSOA

Further intelligence can be gathered from the following:

- Research reports from think tanks, academia, government organisations, and charities
- Policy briefings
- Academic papers (which can be found through search engines, e.g. Google Scholar)

#### **Data and Intelligence**

- |     |  |
|-----|--|
| 4a. | <ol style="list-style-type: none"> <li>1. Feedback from public consultations held between 10 February 2020 - 06 March 2020 and 12 December 2022 and 14 January 2023.</li> <li>2. Objections received during the formal consultation for the proposed Traffic Regulation Orders (TROs) and features associated with this scheme.</li> </ol> |
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**SEE INSTRUCTION:**

**Consultation and Engagement**

It is expected that you will engage with potential impacted groups on this proposal when undertaking the Equality Impact Assessment to better understand potential impacts on people with protected characteristics.

Engagement can occur through:

- A general consultation/engagement exercise on the proposal (e.g. a survey), where space is provided to discuss impacts on people with protected characteristics
- Regular channels of engagement or feedback e.g. a service user panel that you already operate
- Input from colleagues (particularly frontline staff) and partners (e.g. the VCSE sector)

Alternatively, insights can be retrieved from engagement or consultation exercises that have previously occurred.

Consultation and Engagement		
4b.	Has any consultation or engagement been conducted that is relevant to this Equality Impact Assessment?	<div style="display: flex; justify-content: space-around;"> <span><input checked="" type="checkbox"/> YES</span> <span><input type="checkbox"/> NO</span> </div>
		<div style="display: flex; justify-content: space-around;"> <span>If YES, answer 4c-4e.</span> <span>If NO, answer 4f.</span> </div>
4c.	Engagement Undertaken:	To inform the design development process consultations were held between 10 February 2020 - 06 March 2020 and 12 December 2022 and 14 January 2023. This included a borough wide communications strategy, making use of various social media platforms and websites, but also a local geographic focus, based on the specific scheme locations. The impetus being to reach as many affected or interested groups as possible to ensure that schemes are designed to meet the needs of all potential users.
4d.	Who has been engaged with?	As above at 4d the consultation was borough wide designed to reach as many affected or interested groups as possible. Ward members, the Emergency Services, Bus Operators and Transport Associates have also been engaged with, with regard to the proposed scheme.

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4e.	Outcomes of Engagement:	Feedback suggests that the proposed highway improvements will, in the main, have positive impacts for the majority. However, following the formal advertisement of the Traffic Regulation Orders (TROs) and features associated with this scheme a potential issue with regard to the protected characteristic of Disability has been identified.
4f.	If engagement has not been undertaken, please explain why.	

**SEE INSTRUCTION:**

**Legislative Drivers**

It is worth considering any legislative drivers that may influence the Equality Impact Assessment:

- Legal duties that services have to abide by, including the Public Sector Equality Duty
- Case law and judicial review, particularly instances where similar services have been provided and challenged, and as a result, have needed to change

Legislative Drivers	
4g.	The Council has a statutory duty, which it must have regard to under Section 122 of the Road Traffic Regulation Act 1984

**SEE INSTRUCTION:**

**Financial Considerations**

It is worth considering any financial considerations that may influence the Equality Impact Assessment, e.g. budgeting, available resources, etc.

This is particularly in relation to mitigating actions that are identified in STEP SIX, which are needed to reduce potential impacts of the proposal at hand.

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It may be worth thinking about how mitigating actions can serve as opportunities for innovation.

Financial Considerations	
4g.	<p>The scheme is fully funded from the Mayor’s Walking and Cycling Challenge grant funding programme.</p> <p>In relation to the mitigating actions identified at STEP SIX the objector has indicated that they would be prepared to mitigate their objection if the scheme could include for the provision of a driveway at their property. Given the size and scale of the proposed scheme, it would be possible to incorporate an approved vehicular dropped crossing of the footway as part of the works. However, this would be subject to planning approval and would not extend to the construction of a private driveway.</p>

## Step 5: Impact Analysis – evidence the impacts

Purpose:	To provide evidence of the potential impacts identified under each protected characteristic.
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**FOR DEFINITIONS OF PROTECTED CHARACTERISTICS, EXPAND THE INSTRUCTION BELOW.**

**SEE INSTRUCTION:**

This step constitutes the second part of the Impact Analysis. In this step, under each protected characteristic, each potential impact should be listed and categorised (e.g. Direct or Indirect), and the evidence for each potential impacts should be provided. The potential impacts that have been identified will likely be the same as those that have been identified in STEP TWO. However, these may have changed or new impacts may be identified, due to the gathering of further evidence.

Evidence can be quantitative (numerical) or qualitative (non-numerical), addressing the ‘what’, ‘who’, ‘how’, and ‘why’ of potential impacts. Refer to the guidance on Data/Intelligence and Consultation/Engagement identified in Step 4 to assist with the evidence that can be included in the Impact Analysis.

When listing the impacts, it will help to number each impact. This will help navigate the form when identifying mitigating actions under STEP SIX.

Do not feel constrained by the space provided in the table. To add a new row, right click on the bottom row, then select ‘Insert Item After’ or click the + button. Also, each box will expand downward as the information is entered. However, when entering data tables, copy and paste as pictures; if entered as tables, it will alter the layout of the Impact Analysis form.

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The definitions of protected characteristics are below:

<b>Age</b>	A person’s specific age or age group. An age group can be numerical (e.g. 18-30) or descriptive (e.g. ‘the elderly’, ‘teenagers’, etc.).
<b>Sex</b>	A person’s biological sex, whether a person is male, female, or those who are differently sexed (e.g. intersex). This does not include sexual orientation and gender identity, which are analysed separately.
<b>Race (including colour, ethnicity, and nationality)</b>	How people identify themselves or are identified in society according to their skin colour, physical features, and national/cultural identity. This can cover: <ul style="list-style-type: none"> <li>• Racial identities (e.g. White, Black, Asian)</li> <li>• Ethnic identities (e.g. Jamaican, Arab, Persian, Jewish, Irish, Gypsy/Roma)</li> <li>• Nationalities</li> <li>• Languages spoken – whether English is the first or additional language</li> <li>• Refugee and asylum status</li> </ul>
<b>Religion or Belief</b>	Any religion or belief that a person follows or subscribes to. It includes the commonly recognised religions (such as Christianity, Islam, Hinduism, Judaism, Buddhism, and Sikhism) and the different groups within each religion (e.g. in Christianity, it can cover Catholicism, Protestantism, etc.; in Islam, it can cover Sunni Islam, Shia Islam, Sufism, etc.). It also applies to religions that are not necessarily well known (e.g. Jainism, Baha’i Faith) as well as people who do not have any religious belief (e.g. those ascribing to Humanism and Atheism).
<b>Disability</b>	Physical or mental conditions that have substantial and long-term adverse effects on people’s abilities to carry out day-to-day activities. This covers a wide range of disabilities: <ul style="list-style-type: none"> <li>• Physical and mobility impairments</li> <li>• Sensory impairments (e.g. sight, hearing)</li> <li>• Learning disabilities</li> <li>• Progressive conditions (e.g. neurodegenerative disorders, muscular dystrophies, dementia)</li> <li>• Fluctuating and recurring conditions (e.g. rheumatoid arthritis, epilepsy, myalgic encephalitis)</li> <li>• Organ-specific disorders (e.g. respiratory conditions, cardiovascular diseases)</li> <li>• Auto-immune conditions</li> </ul>
<b>Sexual Orientation</b>	The orientation that a person has toward another person of any sex or gender. Common orientations are towards people of the opposite sex/gender (e.g. heterosexual/ straight), towards people of the same sex/gender (e.g. a gay man or lesbian), or towards multiple sexes/genders (e.g. bisexual or pansexual). There are other orientations that should be considered (e.g. asexual – a person who does not experience sexual attraction). A person’s orientation can be sexual, romantic, or emotional.
<b>Gender Identity</b>	The gender that a person identifies with. People most commonly identify with the gender that matches their sex assigned at birth – i.e. as a man or woman. People who are trans identify with a gender that is different to their sex assigned at birth. Included amongst people with trans identities are people “proposing to undergo, undergoing, or having undergone a process to reassign sex”. This is the legal definition for ‘gender

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	reassignment' under the Equality Act 2010. However, this legal definition does not include trans people who do not choose to undertake the medical transitioning process and people with other gender identities (e.g. those who identify as non-binary, gender fluid, etc.).
<b>Pregnancy/Maternity</b>	<p>'Pregnancy' refers to when a person is pregnant and expecting a baby. Any person who can become pregnant should be considered – e.g. women, trans men, and people with different gender identities. This should also cover all aspects of the pregnancy journey, including those who have been affected by miscarriage.</p> <p>'Maternity' refers to the period following the birth of the child. In employment, this is related to parental leave. In the non-work context, this is related to unfavourable treatment relating to being a mother or parent. Legally, for the latter, protection is applied for 26 weeks. An important aspect of maternal/parental discrimination is <i>breastfeeding</i>.</p>
<b>Marriage/Civil Partnership</b>	A person's marital status in law, whether a person is married or in a civil partnership to another person of the opposite sex or same sex.
<b>Carers</b>	Any person who provides unpaid care for a partner, family member, or friend due to illness, disability, frailty, a mental health problem, or an addiction. The person being provided care cannot cope or finds it difficult to cope without that person's care and support. A carer can have varying caring responsibilities, such as supporting people with everyday tasks (e.g. getting out of bed, bathing, etc.) or providing emotional support. This covers people who may not see themselves as 'carers', whom do not separate their caring responsibilities from the relationship that they have with the person for whom they provide care. Importantly, this covers young carers who provide care for their parents or other relatives.
<b>Cared for Children/ Care Leavers</b>	'Cared for Children' (sometimes known as 'looked after children') are children and young people in the care of the local authority due to their parents being unable to take care of them in a temporary or permanent capacity. 'Care Leavers' are any adult who have previously spent time in the care of the local authority.
<b>Ill Mental Health</b>	<p>A person with a condition related to their psychological or emotional wellbeing. This includes a wide variety of conditions:</p> <ul style="list-style-type: none"> <li>• Common mental health problems, such as depression or anxiety disorders</li> <li>• Trauma (e.g. Post Traumatic Stress Disorder)</li> <li>• Severe mental illness (e.g. Psychosis/Schizophrenia or Bipolar Disorder)</li> <li>• Phobias (e.g. Agoraphobia)</li> </ul>
<b>Neurodivergence</b>	A person whose mind works differently to neurocognitive styles that society regards as 'normal'. This includes a wide range of conditions and experiences: Autism, ADHD, Dyslexia, Dyscalculia, Dyspraxia, Dysgraphia, Epilepsy, Tourette's, Aphantasia/Synaesthesia, etc.
<b>Socio-Economic Disadvantage</b>	A wide range of experiences accruing from having a disadvantaged socio-economic status: having low or no income; living in absolute or relative poverty; unemployment or underemployment; living in substandard housing; being homeless or threatened with homelessness; food insecurity and poverty; fuel poverty; digital exclusion; etc.
<b>Multiple Marginalisation</b>	A wide variety of combinations of different protected characteristics that uniquely influence a person's experiences. Any combination of protected characteristics can be two or above (e.g. RACE/ETHNICITY and GENDER IDENTITY; CARE LEAVER, CARER, and SOCIO-ECONOMIC DISADVANTAGE).

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Impact No.	Protected Characteristic <i>Select a protected characteristic from the drop-down list</i>	Impact <i>Identify the potential impact of the proposal</i>	Impact Type (Direct/Indirect) <i>Select 'direct' or 'indirect' from the drop-down list</i>	Evidence <i>Provide evidence regarding the proposal's potential impact (e.g. data/intelligence, findings from consultation/engagement, research reports, etc.).</i>
1	Disability	<ol style="list-style-type: none"> <li>1. Disabled residents would likely benefit from Frederick Street being closed to through traffic, as the significant reduction in the volume of motorised traffic would allow more time to cross the residential streets to the west of Frederick Street.</li> <li>2. The signalised toucan crossing on Clarence Street would also provide a safe crossing point across a busy main road for those walking, wheeling or cycling and together with the raised table crossings better connectivity along this route.</li> <li>3. If implemented, the proposals would improve</li> </ol>	Indirect	Findings from consultation/engagement Research Report <a href="#">FINAL-v3.pdf (wheelsforwellbeing.org.uk)</a>

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		<p>the quality of the cycling experience for a wide range of cyclists, including those who may need to use adaptive bikes and where adaptive bikes are used as a mobility aid.</p> <p>4. In October 2023, in line with statutory and legal processes, Tameside Council formally advertised the proposed Traffic Regulation Orders (TROs) and Features associated with the MCF Stamford Drive to Granville Street scheme. The consultation documents can be viewed on the Council's public website via the following link: - <a href="#">MCF-Stamford-Drive-to-Granville-Street-Scheme-Consultation-Documents.pdf</a> (<a href="https://tameside.gov.uk">tameside.gov.uk</a>). During the 28 day consultation period the Council received nine formal objections, one of those objections came from a disabled resident who lives on Clarence Street, Stalybridge,</p>		
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		<p>concerning the proposed road narrowing and associated 'no waiting at any time' restrictions (double yellow lines) on Clarence Street. The objector is a disabled resident with no access to off street parking. If approved the proposed restrictions would prevent parking on the public highway directly outside or opposite their property address. The resident would not be able to park here nor would their carers and visitors. The resident claims that this would detrimentally impact on their mobility and as a result could lead to them becoming isolated.</p>		
2	Age	<p>1. Reducing the speed and volume of motorised traffic and prioritising pedestrian and cycle movements is expected to positively impact people of all ages.</p>	Indirect	<p>Findings from consultation/engagement Research Report  <a href="#">Walking and cycling 'not safe or attractive enough' for many in their 50s and 60s   Centre for Ageing Better (ageing-better.org.uk)</a></p>

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		2. Older, inexperienced cyclists, including those who may be less confident cycling on the road would feel safer if the proposed changes to the road layout and traffic control are made.		
3	Sex	The MCF Schemes are not sex specific. However, evidence suggests that women cyclists are underrepresented. It is possible therefore that improving the quality and safety of cycling infrastructure, may have a disproportionate and positive effect on the numbers of women cycling.	Indirect	Findings from consultation/engagement Research Report <a href="#">Why don't more women cycle?   Cycling UK</a>
4	Ill Mental Health	Although the walking and cycling project objectives do not directly relate to mental health, it is possible that the objectives of active travel could positively influence wellbeing and have a positive impact on mental health. This could relate to increased levels of physical activity but also measures associated with improved neighbourhoods / residential streets, reduced dominance of the motor car on	Indirect	Research Report <a href="#">4464.pdf (sustrans.org.uk)</a>

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		people’s lives, wellbeing, social interaction and reduced social isolation.		
5	Socio-Economic Disadvantage	<p>The benefits that this scheme would bring are available for use by all people regardless of their socio-economic status. Potentially, this scheme could have a positive impact on the health of lower income households for whom access to more costly exercise and health services might be restricted due to direct costs or the cost of travel.</p> <p>30% of Tameside residents do not have access to a private car (this could be for a variety of reasons but socio-economic status may be a factor). Improving active travel infrastructure through this scheme would expand the availability of lower cost travel options which may prove beneficial to those with this protected characteristic.</p>	Indirect	<p>Findings from consultation/engagement Research Report <a href="#">Are income-related differences in active travel associated with physical environmental characteristics? A multi-level ecological approach   International Journal of Behavioral Nutrition and Physical Activity   Full Text (biomedcentral.com)</a></p>

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## Step 6: Plan mitigating actions

Purpose:	To identify mitigating actions to minimise potential detrimental impacts of the proposal on people with protected characteristics.
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Impact No.	Impact	Mitigating Action and Rationale <i>Describe the action required to reduce the detrimental impact identified in the Impact Analysis, and explain the rationale underneath and/or intended outcome.</i>	Officer Responsible <i>Identify who is responsible for implementing the mitigating action (name and department).</i>	Timescale <i>Provide the timeframe for when the mitigating action should be implemented.</i>	Completed (Yes/No) <i>Has the mitigating action been implemented?</i>	Update <i>Provide any progress updates below.</i>
1.	Disability	<p>The proposed reduction in carriageway width / widening of the footway and associated waiting restrictions is an integral part of this scheme. Required to provide sufficient space for a shared footway / cycleway on the east side of Clarence Street and to provide the proposed toucan crossing.</p> <p>The public highway in question is not currently reserved for disabled parking, either legally or by means of an advisory disabled bay, which operate on a courtesy basis.</p> <p>In most circumstances Disabled Blue Badge holders can park for up to three hours on double yellow lines, provided that it is safe to do so and that no obstruction is caused. However, if the road width is reduced</p>	<p>Joe Sparkman, Environmental Services Manager (Highways Design)</p> <p>Joanne Biddle, Senior Engineer, Traffic Operations.</p>	<p>The Objection Report for the Stamford Drive to Granville Street scheme is expected to be heard at the Council's Speakers Panel (Planning) meeting on the 14 Feb 2024.</p> <p>If approved, works can commence on site and the revised scheme can be implemented.</p>	No	Ongoing, pending the outcome at Speakers Panel (Planning).

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		<p>parking cannot be accommodated here without causing an obstruction on the network.</p> <p>Following receipt of this objection the scheme design was reviewed and a revised plan prepared. As a result, the extent of the proposed additional double yellow lines on Clarence Street have been reduced by approximately 5 metres on both sides of the road, reducing the loss of parking from 5 spaces to 3 spaces. The proposed additional restrictions on the west side of Clarence Street (as revised) would extend from a point 15 metres north of its junction with Frederick Street for a distance of 27 metres in a northerly direction, meaning that unrestricted on street parking would be available on the west side of Clarence Street within 16 metres of the disabled resident's property. Unrestricted on street parking is also available on the adjacent side streets for carers and visitors.</p> <p>The objector has indicated that they would be prepared to mitigate their objection if the scheme could include for the provision of a driveway at their property. Given the size and scale of the proposed scheme, it would be possible to incorporate an approved vehicular dropped crossing of the footway as part of the works. However, this would be subject to planning approval and would not</p>				
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		<p>extend to the construction of a private driveway.</p> <p>Monitoring and evaluations of MCF schemes are conducted to track and assess the results of any interventions, which on the whole are expected to be positive for users of the local highway network and neighbourhoods to the south of the A635.</p>				
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**Step 7: Sign-off**

Purpose:	For the EIA Lead Officer to sign that the EIA is complete, and for the Assistant (Director) to counter-sign that they agree with the content of the EIA and that it is sufficiently robust.
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This Equality Impact Assessment has been completed by the EIA Lead Officer:	Name: Joanne Biddle	
	Signature: 	
	Department: Engineering Services	
	Date: 17/01/2024	
This Equality Impact Assessment has been	Name: Emma Varnam	

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checked by the Assistant Director / Director, and signs that it is sufficiently robust and rigorous:

Signature:

A handwritten signature in black ink, appearing to read "Emma Varnham", written on a white rectangular background.

Department: Operations and Neighbourhoods

Date: 18/01/2024

## POST-IMPLEMENTATION REVIEW

### Step 8: Review EIA after implementation

Purpose:

To update the EIA with any new impacts and to provide a progress update on mitigating actions.

#### SEE INSTRUCTION:

This step should only be completed if the proposal has passed through the governance process where appropriate and has been implemented. It should be completed at two stages:

- Six months after implementation
- Twelve months after implementation

The evidence in the Impact Analysis should serve as the baseline against which change can be measured.

The Post-Implementation Review can find out whether:

- The proposal has had any positive impacts on people with protected characteristics
- Mitigating actions to minimise detrimental impacts have worked
- There are impacts that were not foreseen in the Impact Analysis that need to be accounted for

#### Six Months After Implementation

#### Twelve Months After Implementation

*Describe and explain the effects of the proposal on people with protected characteristics, using evidence to compare against the Impact Analysis as a baseline.*



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