

## Equality Impact Assessment (EIA)

### Engagement and our equality duty

Whilst [the Gunning Principles](#) set out the rules for consulting ‘everyone’, additional requirements are in place to avoid discrimination and inequality.

Cheshire East Council is required to comply with the Equality Act 2010 and the Public Sector Equality Duty. The Equality Act 2010 simplified previous anti-discrimination laws with a single piece of legislation. Within the Act, the Public Sector Equality Duty (Section 149) has three aims. It requires public bodies to have due regard to the need to:

- eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Act, by consciously thinking about equality when making decisions (such as in developing policy, delivering services and commissioning from others)
- advance equality of opportunity between people who share a protected characteristic and people who do not share it, by removing disadvantages, meeting their specific needs, and encouraging their participation in public life
- foster good relations between people who share a protected characteristic and people who do not

The Equality Duty helps public bodies to deliver their overall objectives for public services, and as such should be approached as a positive opportunity to support good decision-making.

It encourages public bodies to understand how different people will be affected by their activities so that policies and services are appropriate and accessible to all and meet different people’s needs. By understanding the effect of their activities on different people, and how inclusive public services can support and open up people’s opportunities, public bodies are better placed to deliver policies and services that are efficient and effective.

Complying with the Equality Duty may involve treating some people better than others, as far as this is allowed by discrimination law. For example, it may involve providing a service in a way which is appropriate for people who share a protected characteristic, such as providing computer training to all people to help them access information and services.

The Equality Act identifies nine ‘protected characteristics’ and makes it a legal requirement to make sure that people with these characteristics are protected from discrimination:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnerships
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

### **Applying the equality duty to engagement**

If you are developing a new policy, strategy or programme you may need to carry out an Equality Impact Assessment. You may be able to ascertain the impact of your proposal on different characteristics through desk-based research and learning from similar programmes, but you also need to carry out some primary research and engagement. People with protected characteristics are often described as ‘hard to reach’ but you will find everyone can be reached – you just need to tailor your approach, so it is accessible for them.

Contacting the [Equality and Diversity mailbox](#) will help you to understand how you can gain insight as to the impacts of your proposals and will ensure that you help the Council to comply with the Equality Act 2010 and the Public Sector Equality Duty.

## Section 1 – Details of the service, service change, decommissioning of the service, strategy, function or procedure

<b>Proposal Title</b>	Pedestrian Crossing Strategy
<b>Date of Assessment</b>	14 <sup>th</sup> November 2023
<b>Assessment Lead Officer Name</b>	Simon Wallace
<b>Directorate/Service</b>	Place/Highways
<b>Details of the service, service change, decommissioning of the service, strategy, function or procedure.</b>	<p>The Highways service maintains existing crossing points and receive requests from Locally Elected Ward Councillors, MPs, Parish/Town Councils, and members of the public for new controlled and uncontrolled pedestrian crossings.</p> <p>The Pedestrian Crossing Strategy serves as a comprehensive framework, outlining the Council’s consistent approach to prioritising and introducing new pedestrian crossings across the Borough. The strategy aims to achieve a holistic perspective on pedestrian crossings within the highway network, considering the specific function and nature of each area.</p> <p>The overall purpose of the Pedestrian Crossing Strategy is to set out a consistent approach for:</p> <ul style="list-style-type: none"> <li>• Establishing a holistic approach to pedestrian crossings on the highway network</li> <li>• Introducing new pedestrian crossings based on the function and nature of the area</li> <li>• Facilitate pedestrian journeys by addressing a barrier or severance</li> <li>• Link communities to facilities, such as schools, shops, transport infrastructure, community centres, surgeries etc.</li> <li>• Enable safe journeys to school on foot</li> <li>• Help reduce the number of pedestrians killed or seriously injured and improve road safety.</li> </ul> <p>The Council receives many requests for new pedestrian crossing locations throughout the borough. The Council will consider the requests through a desktop study then a site visit assessment.</p> <p>The strategy provides a consistent approach to installing new pedestrian crossings based on the function and nature of the location.</p>

	<p>The strategy excludes temporary pedestrian crossings for traffic management purposes as they are risk assessed for specific circumstances and situations to protect workforce operations and those using the public highway network.</p>
<p><b>Who is Affected?</b></p>	<p>The pedestrian crossing strategy will influence all users of the public highway network either by helping facilitate safe crossing of the highway or by controlling vehicles travelling on the highway at specific locations. The service is provided throughout the borough and can effect:</p> <ul style="list-style-type: none"> <li>Residents</li> <li>Businesses</li> <li>Health facilities, including Doctors' surgeries</li> <li>Community Groups</li> <li>Councillors</li> <li>Local organisations e.g. – schools, colleges</li> <li>Parish Councils</li> <li>Other Council Services</li> </ul>
<p><b>Links and impact on other services, strategies, functions or procedures.</b></p>	<p>The pedestrian crossing strategy links to strategies to promote active travel and safe modes of travel to schools. The strategy could impact school crossing patrols by replacing the need for a school crossing patrol.</p> <p>The strategies presented in this report are intended to contribute to the Council's core policy outcomes by:</p> <p><b>Open</b> – updating and clarifying the policies and procedures that the Highways service will employ when deciding on pedestrian crossing measures, including the role other agencies, including Town and Parish Councils, can play in these decisions.</p>

**Fair** – taking full account of the needs of all road users and the wider community when deciding how our roads are used, including the priorities afforded to different types of road-users including pedestrians and cyclists.

**Green** – ensuring that our approach to pedestrian crossings contribute fully to the wider ambition to promote sustainable and active travel. The updated strategies will help to ensure that use of the public highway empowers residents to make travel choices, thereby helping to improving health and well-being whilst reducing transport-related carbon emissions.

The strategy aims to encourage, empower, and enable communities by installing pedestrian crossings on the public highway network.

Delivery of approved schemes is mainly funded through the Highways Service Contract, whilst also enabling new crossings linked to new developments. Some schemes may be funded through Section 106 agreements as part of planning consents.

<p><b>How does the service, service change, strategy, function or procedure help the Council meet the requirements of the <a href="#">Public Sector Equality Duty</a>?</b></p>	<p>The work undertaken by the Highways service has a positive effect on local people and communities generally, but in particular, older and younger people, pregnant women, people with children and disabled people.</p> <p>The assessment framework considers the demand from children and elderly people and factors such as the proportion of children, enabling journeys to school and the proportion of elderly people are weighed positively in the decision-making process to recommend the provision of a crossing. No specific data is gathered in terms of disability, sexual orientation, or race; however, site observations/ request details do provide some indication of demand from pedestrians with a mobility impairment. Whenever possible, these are factored into the decision-making process.</p> <p>The new strategy assesses the level of demand for a crossing at a particular point, ensuring the provision of a crossing meets the existing need for a specific facility to enable pedestrians to safely cross the road. This has a positive impact on people’s ability to make journeys on foot, including elderly and disabled people and children. The strategy provides a clear framework for assessment of sites.</p>
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## Section 2- Information – What do you know?

What do you know?	What information (qualitative and quantitative) and/or research have you used to commission/change/decommission the service, strategy, function, or procedure?
Information you used	This strategy potentially has an impact on people of young and older age, affected by disability or pregnancy / maternity. Specific information is not required overall for the strategy but is gathered as applicable to sites when conducting assessments.
Gaps in your Information	No further information is required to inform this strategy.

### 3. What did people tell you?

<b>What did people tell you</b>	<b>What consultation and engagement activities have you already undertaken and what did people tell you? Is there any feedback from other local and/or external regional/national consultations that could be included in your assessment?</b>
<b>Details and dates of the consultation/s and/or engagement activities</b>	There have been no consultations to date, the report is requesting that a public consultation takes place to help inform the final strategy that is presented for approval.
<b>Gaps in consultation and engagement feedback</b>	N/A

#### 4. Review of information, consultation feedback and equality analysis

<b>Protected characteristics groups from the <a href="#">Equality Act 2010</a></b>	<b>What do you know?</b> Summary of information used to inform the proposal	<b>What did people tell you?</b> Summary of customer and/or staff feedback	<b>What does this mean?</b> Impacts identified from the information and feedback (actual and potential). These can be either positive, negative or have no impact.
Age	N/A	N/A	N/A
Disability	N/A	N/A	N/A
Gender reassignment	N/A	N/A	N/A
Pregnancy and maternity	N/A	N/A	N/A
Race/ethnicity	N/A	N/A	N/A
Religion or belief	N/A	N/A	N/A



<b>Sex</b>	N/A	N/A	N/A
<b>Sexual orientation</b>	N/A	N/A	N/A
<b>Marriage and civil partnership</b>	N/A	N/A	N/A

## 5. Justification, Mitigation and Actions

<b>Mitigation</b>	<b>What can you do?</b> Actions to mitigate any negative impacts or further enhance positive impacts
<p>Please provide justification for the proposal if negative impacts have been identified? Are there any actions that could be undertaken to mitigate, reduce or remove negative impacts?</p> <p>Have all available options been explored? Please include details of alternative options and why they couldn't be considered?</p> <p>Please include details of how positive impacts could be further enhanced, if possible?</p>	<p>Pedestrian crossing changes are based on the location rather than the characteristics of an individual. However, non-motorised highway users (pedestrians and cyclists) are likely to benefit from the introduction of a crossing where the location is considered suitable.</p> <p>The introduction of a signal-controlled crossing point does have a minor impact on vehicle journey time to afford pedestrians a safe time to cross the road. This is balanced by determining the appropriate response time from activating the crossing to the signal turning red to stop the traffic and is location specific.</p>


6. Monitoring and Review -

<b>Monitoring and review</b>	<b>How will the impact of the service, service change, decommissioning of the service, strategy, function or procedure be monitored? How will actions to mitigate negative impacts be monitored? Date for review of the EIA</b>
<b>Details of monitoring activities</b>	<p>If a formal crossing is to be installed, a statutory consultation process will be followed. Any objections received will be considered. This may or may not influence the decision being made which is recorded via the Council's Officer Decision Record (ODR) process.</p> <p>Please include details of how the impact of the proposal will be monitored e.g. performance monitoring, analysis of complaints, equality monitoring data etc.</p> <p>Monitoring should include information on whether actions to mitigate negative impacts have achieved their desired outcome.</p>
<b>Date and responsible officer for the review of the EIA</b>	The Head of Highways, 6 months from sign off.

7. Sign Off

When you have completed your EIA, it should be sent to the [Equality, Diversity and Inclusion Mailbox](#) for review. If your EIA is approved, it must then be signed off by a senior manager within your Department (Head of Service or above).

Once the EIA has been signed off, please forward a copy to the Equality, Diversity and Inclusion Officer to be published on the website. For Transparency, we are committed to publishing all Equality Impact Assessments relating to public engagement.

<b>Name</b>	<b>Domenic de Bechi</b>
<b>Signature</b>	
<b>Date</b>	20 Nov 23

OFFICIAL

## 8. Help and Support

For support and advice please contact [EqualityandInclusion@cheshireeast.gov.uk](mailto:EqualityandInclusion@cheshireeast.gov.uk)