

# BCP Equality Impact Assessment

## Executive Summary and Conclusions

*Once the Equality Impact Assessment Template has been completed, please summarise the key findings here. Please send a copy of your final document to the Policy and Performance Team.*

**The Lansdowne Programme** – Regeneration DLEP funded project.

Creating an accessible Public Realm within Holdenhurst Road.

Lansdowne is an area of **higher social deprivation** with lower levels of car ownership so improving the environment for non car users would benefit the majority of the local community far more than the commuting community. Providing a shift in **priority that aids accessibility and provides safer environments** for all groups across the conurbation should help to add momentum to a shift from the car domination of our streets.

The **design** enables re-allocating more road space for **non motor vehicle users** and **active travel**:

- pedestrians favoured by wider pavements
- reducing the width of the carriageway to allow for a segregated two-way cycle path alongside modern and functional public realm spaces
- the design of the road layout allows for a natural reduction in vehicle speeds and encourages motor vehicle users to appreciate the space as being pedestrian prioritised
- a more inclusive approach especially for residents and people coming to the Lansdowne who do not own cars

The **benefits** to the community, particularly the groups protected by the Equalities Act which will in turn benefit the local retail/hospitality businesses and boost the local economy:

- accessible and safe environment allows for all members of the community to visit the area and feel welcome and safe
- people can linger in the wider public realm spaces and potentially spend locally
- provide local businesses and educational establishments with the opportunity to hold regular events that are accessible to all
- road closures will create an even safer environment particularly for the visually impaired and deaf communities

An improved environment with new areas to navigate and **less street clutter** alongside the **removal of on-street parking** will give confidence to those who could feel marginalised by existing conditions along Holdenhurst Road.

## Cycling

Delivering a safer environment for cycling will help overcome the barriers to cycling that are identified mainly by **women (personal safety and busy roads)**, encouraging more participation as a result. This is further supported by the addition of **electric Beryl bikes and scooters**

## BCP Equality Impact Assessment

located around Lansdowne providing for those less active to enjoy a more sustainable & healthy experience. These improvements to the cycling infrastructure combined with the success and growth of the Beryl Bikes scheme across the area can only help to promote **safer cycling** all the more and not just limited to the physically fit and active.

### **Bus use**

Maintaining access by bus to the core area delivers **equalities benefits** as 'Bus use is particularly common for people over 70 and for women and girls, most ethnic minority groups and people on lower incomes' – source – National Audit Office.

The bus stops have been merged and moved to a more central location for both inbound and outbound travel, providing easier transition through the Lansdowne area, with future development supporting this decision.

**Consultation** with key stakeholder groups has been undertaken at regular intervals by way of general public consultations or more localised targeted community groups such as DOTS. All outputs from these consultations have been duly considered and influenced some design decisions.

**DOTS Disability Group (DOTS)** is a local community interest company providing a disability consultation and advisory service to BCP Council and the Lansdowne Programme. They have had a considerable amount of influence on decision making regarding key elements of the design, including street furniture functionality as well as locations and size of street furniture.

### **Crossing Points design provides:**

- more crossing options on **desire lines** for pedestrians and cyclists
- slower moving traffic (20 MPH zone)
- clear pedestrian priority evidenced in the overall design of the layout
- much less conflict between motor vehicles and pedestrians and cyclists as a result of the design, making transitioning from one area to another far easier for all groups
- adhering to the latest national standards and designed with DOTS Disability Group comments and advice in mind

### **Currently:**

- 1 controlled crossing point towards the northern section + 1 informal island crossing point at the southern section of the road

### **Proposed following DOTS reviews:**

- 3 raised table desire line crossing points at multiple places along the road
- 1 controlled crossing point towards the northern section of the road to correspond with the bus stops and desire line for users in the area
- Infrastructure for a controlled crossing to be provided at the southern end of the road should a review (Road Safety Audit 3), find it is required following completion of the programme

## BCP Equality Impact Assessment

Whilst there is preference from DOTS for controlled crossing points there is a belief that the new road design will provide easy and viable crossing options for all members of the community. The area will become all the more safer and accessible during events, where the road will be closed to all traffic. The design has specifically considered **accessibility and safety** with **material choices, colour changes, tactile, kerb heights and road widths** all lending themselves to creating a much slower paced highway environment which benefits all other users of the space.

### Street Furniture

- Avoid excessive use of large obstacles along the route as this proves problematic for some groups
- Seating designed to assist all members of the community – including arm rests for those who struggle to sit or stand without additional support
- Widths between street furniture considered in regard to accessibility for mobility scooters and wheelchair users
- Unfortunately an extremely complex services layout has meant that some street furniture such as planters or fixed planting solutions will be required but their location and design will take all of the above into consideration.

### Levels and Paving materials

- Careful consideration has been given to the paving palette, providing clearer separation between the highway, pavement and cycleway, with a view to making the area safer for the visually impaired.
- Level variations throughout the design have been minimised and the use of different colour palettes along with tactiles etc. aims to make transition from one part of the space to another as easy as possible whilst also providing clear separation between motor vehicles and people on foot, bike, mobility scooter, wheelchair or the visually impaired.

### Lighting

- In addition to highways lighting, there will be artistic lighting added particularly in and around the Fire Station event space.
- Lighting plays a massive part in helping to make a place feel safe, as well as helping to draw attention to users in the area, particularly for motor vehicles which will help the more vulnerable groups in society feel welcome and secure in this area.

### Art works

- Art works located adjacent to the Old Fire Station have been designed with accessibility in mind, ensuring that suitable gaps exist to allow for all members of the community to interact with the art works and enjoy the overall immersive experience.
- Furthermore, additional seating has been provided in the area to encourage and enable people to linger for longer.

Overall the design seeks to create an area that clearly **favours the pedestrian and cyclist** over and above motor vehicles and the future vision for this area is that more traffic will be removed with a bus only phase, followed potentially by closing the road as a through route, making it an **incredibly accessible and safe area for all**. With all **equality concerns raised having been addressed** (see part 4 & appendices), and invariably influenced design decisions the design aims to provide a pleasant and safe environment for all members of the

## BCP Equality Impact Assessment

community. The design offers something for everyone and as the area becomes utilised more & more for events then the true design and accessibility benefits will be fully enjoyed.

Part 1 - The Project	
<b>Policy/Service under development/review:</b>	Development – Regeneration Project
<b>Service Unit:</b>	Development – Major Projects
<b>Service Lead:</b>	Chris Shephard – Director of Development
<b>Equality Impact Assessment Contributors:</b>	Catherine Miles Iona Tovey Richard Wareham Simon Taylor Councillor Dove Richard Barnes Kate Greenham Sophie Bradfield Sam Johnson
<b>Date assessment started:</b>	July 2019
<b>Date assessment completed:</b>	Ongoing – updated June 2021
What are the aims/objectives of the policy/service?	<ul style="list-style-type: none"> <li>• <b>Regeneration</b> of a deprived area of Bournemouth – Lansdowne</li> <li>• Create an environment more suited to <b>sustainable modes of transport</b> such as cycling and walking and <b>modal shift</b></li> <li>• Create a flexible environment with a range of uses, activities and attractive street scape – perfect for <b>events</b></li> <li>• Encourage people to <b>visit and linger</b> in the area – <b>support local economy</b></li> </ul>

# BCP Equality Impact Assessment

## Part 1 - The Project

	<ul style="list-style-type: none"> <li>Encourage <b>private investment</b></li> </ul>
What outcomes will be achieved with the new or changed policy/service?	<p><u>Holdenhurst Road:</u></p> <ul style="list-style-type: none"> <li><b>Sustainability</b> – walk, cycle &amp; bus</li> <li><b>Accessibility</b> – design provides ample space for mobility scooters/wheelchairs</li> <li><b>Safer transition</b> with desire line informal and controlled crossing points</li> <li><b>Reduced noise &amp; air pollution</b> – benefit all but particularly those with breathing and hearing issues</li> <li><b>Bespoke seating</b> designed to those who require additional support when sitting/standing</li> <li><b>Green infrastructure</b> dramatically improved encouraging people to linger and has known wellbeing benefits</li> <li>Materials palette specifically chosen to assist various disability groups by texture, colour, levels maintained to favour the pedestrian etc.</li> <li>Segregated cycleway – encourage wider community usage of bikes/scooters</li> </ul> <p><b>Meyrick Road north</b></p> <ul style="list-style-type: none"> <li>Improved public spaces – encourage more people to linger or for those needing a seat</li> <li>Encourage new pedestrian and cycle route to the clifftop &amp; beach</li> <li>Additional green infrastructure</li> </ul>

## BCP Equality Impact Assessment

### Part 1 - The Project

Are there any associated services, policies or procedures?	<p>Yes/No</p> <p>Bournemouth, Poole and Dorset Local Network Management Duty as part of Traffic Management Act 2004. Transport Plan 3, 2011. BCP Council Local Cycling and Walking Infrastructure Plan (Draft December 2019) BCP Council Climate Emergency, declared July 2019. BCP Council priority to 'Develop an eco-friendly and active travel network'</p> <p>Lansdowne Delivery Plan Programme Governance DLEP Funding &amp; Governance National Design Guidance for Streetscape - Manual for Streets 1 &amp; 2</p>
Please list the main people, or groups, that this policy/service is designed to benefit, and any other stakeholders involved:	<ul style="list-style-type: none"> <li>• People travelling – to Businesses, Universities, schools and colleges</li> <li>• Local Economic recovery - retail and hospitality in the area</li> <li>• Private residents in the area</li> <li>• Student residents in the area</li> <li>• BCP conurbation as a whole – Gateway to Bournemouth</li> <li>• Bus Operators</li> <li>• Local Community groups</li> <li>• BCP Events &amp; Culture</li> <li>• Residents and visitors travelling to the area – using the Travel Interchange as their gateway to Bournemouth</li> <li>• Developers and Private Investors</li> <li>• Existing Businesses looking to relocate – attracted to this area</li> </ul>
With consideration for their clients, please list any other organisations, statutory, voluntary or community that the policy/service/process will affect:	<p>BH Active Travel Forum Bournemouth Chamber of Commerce and Trade Christchurch Chamber of Commerce and Trade Poole Chamber of Commerce and Trade</p>

# BCP Equality Impact Assessment

## Part 1 - The Project

Organisations on the statutory consultation list for Traffic Regulation Orders (TRO) including the emergency services – Police, Fire, Ambulances, Taxi associations/operators and DOTS Disability - community interest company. Bournemouth Transport – Yellow Buses  
Go South Coast – More Bus.  
Bournemouth University Bus Services

## Part 2 – Supporting Evidence<sup>1</sup>

Please list and/or link to below any recent & relevant consultation & engagement that can be used to demonstrate a clear understanding of those with a legitimate interest in the policy/service/process and the relevant findings:

**Lansdowne Delivery Plan Consultation 2015** – originally sought the views of local educational institutions, businesses, TC BID and Land/Property Owners regarding the opportunities for Lansdowne to be realised. Create a destination place for all groups of society, both local and wider.

**Perception Survey 2018** – highlighted the key views held about Lansdowne, which included noisy, polluted, lack of seating, student area with litter issues and anti social behaviour concerns. The design sought to create a space that in both the short and longer term seeks to change these negative perceptions into positives.

**BBC Internal Concept Review – May 2018** – multitude of BCP disciplines reviewed the concept designs which included the full pedestrianisation of the lower third of Holdenhurst Road alongside large scale bus mitigations along Christchurch Road. The outputs from this fed into the design and resulted in greater cycle provision as well as potential flexibility for bus access as well.

**Feria Urbanism (Richard Eastham) Stakeholder Consultation Report - Nov.2018** – focussed a group of local stakeholders on their views and aspirations for the area, ranging from architecture to street level interactions. The outputs formed the basis of the concept design moving into detailed design, with the local communities wants & needs taking priority over those who commute through the area.

BBC/BCP - Regular meetings with Bus Operators

<sup>1</sup> This could include: service monitoring reports, research, customer satisfaction surveys & feedback, workforce monitoring, staff surveys, opinions and information from trade unions, previous completed EIAs (including those of other organisations) feedback from focus groups & individuals or organisations representing the interests of key target groups or similar.

# BCP Equality Impact Assessment

## Part 2 – Supporting Evidence<sup>1</sup>

**DOTS** meeting report – Summer 2019 and follow up on revised scheme “full access” Nov. 2020. Reviewed the designs at concept, prelim and detailed design stages. Views and perspectives regarding the plans at the time were reflected in the next stage of design with prime examples being the focus on minimal level changes, colour palette and additional informal/formal crossing points.

**Impact Consultation Oct./Nov. 2019** – month long consultation asking for public feedback on the impact proposed changes would have on their day to day lives. The main headlines revolved around Highways delays for those largely commuting through the area. Largely supportive of the creation of the public realm as well as opening the area up for more community events designed specifically to assist accessibility and safety.

**Cultural Consultation – September/October 2020** – asked the local community what they thought the area needed and the key points that stood out were colour and art. This has formed the basis for a Lansdowne Cultural Strategy that will help shape the cultural and artistic aspects in the area for years to come. Helping to create a destination place with a variety of cultural & artistic elements.

**BCP Highways Review – Nov./Dec.2020** – a log was created to capture all the points raised, with responses provided by WSP & Programme team. A considerable number of comments relating to the Holdenhurst Road element of delivery were also reflected in Road Safety Audits carried out by independent auditors, and changes made where necessary.

1. RSA1 for the entire programme – a number of actions resulting from report and following responses to RSA1 design alterations to mitigate some key concerns. Some examples of changes incorporated to reflect points raised in RSA1 and Highways Review include:
  - Cycleway widened through Fire Station Square to aid safer transition for cyclists through a shared space area
  - Art Installation columns reduced in number, with columns located closest to the cycleway removed to aid sight lines to assist safer passage for all users of the space
  - Planters reduced in size to allow greater/clearer visibility for all users particularly where the potential for shared spaces exists
  - Controlled crossing points – lack of controlled crossing points particularly at the southern end of Holdenhurst Road was raised. Upon review & discussion with DOTS & BCP Highways colleagues provisions for this crossing will be included in delivery.
  - Programme dropped proposed changes around Lansdowne Roundabout which removed a considerable number of concerns raised by RSA1 & Highways Review concerning cycle safety and potential conflicts between the highways continued flow & pedestrians crossing priority.
  - Programme area now covers the length of Holdenhurst Road from Lansdowne Roundabout (excluding Lansdowne Roundabout) to Station Roundabout (excluding the Roundabout).

# BCP Equality Impact Assessment

## Part 2 – Supporting Evidence<sup>1</sup>

2. RSA2 – on phase 1 of the programme, relating to the lower southern end of Holdenhurst Road, has been undertaken with responses provided by WSP Highways Consultant to BCP Safety Audit colleagues. Minimal issues raised with the main cause for concern being the lack of controlled crossing point at the southern end of Holdenhurst Road. Provision for this crossing will be included in the construction with a second controlled crossing point in the northern section remaining.
3. RSA2s will be carried out on the remaining phases of delivery (3 & 4) in stages that mirror the planned delivery phasing by the contractor but it is expected that once the key concerns are addressed for phase 1 a considerable number of the same concerns will already be resolved.
4. RSA3 will be carried out on the programme upon completion and should concerns be raised about crossing issues at the southern end of the road by certain groups, then the controlled crossing will be implemented.

**Civic Society – Feb.21** – supportive of the art installation designs planned for adjacent to the Fire Station Building, which as a listed building at the heart of the area is expected to be a key element in attracting people to the area and gradually changing their negative perceptions.

**Regular stakeholder discussions and updates** – providing the local community the opportunity to share their views and raise any concerns that could then be factored into the designs. Taxi provision and loading options were a key concern for some stakeholders, whereas reducing traffic or even removing traffic was a priority for others. The design sought to strike a balance between often conflicting interests, whilst still aiming to deliver a scheme that favours the non car user.

**Virtual Programme Delivery Update** to key stakeholders by Construction Contractor – 23 Feb.2021 – Balfour Beatty that chosen contractor via SCAPE Framework presented to a large group of stakeholders to explain the delivery of the improvements including the day to day likely impacts and mitigations to those businesses etc.

*If there is insufficient consultation or engagement information please explain in the Action plan what further consultation will be undertaken, who with and how.*

Please list or link to any relevant research, census and other evidence or information that is available and relevant to this EIA:

Perception Survey – 2018

<https://bcpcouncil.sharepoint.com/:w:/s/Lansdowne/EaUvER6PdQJlkoZJwrMRA30BBa0JnyCct6BddayCRgqwbw?e=ecdefM>

Respondents data to the Impact Consultation – Oct./Nov. 2019

<https://bcpcouncil.sharepoint.com/:b:/s/Lansdowne/EcS8Rt11YwRJiQiKPrrcLrMBm4Xy9PHk71Bdx3lkumEaQw?e=OdHDdD>

## BCP Equality Impact Assessment

### Part 2 – Supporting Evidence<sup>1</sup>

Respondents data to the Cultural Consultation –

<https://bcpcouncil.sharepoint.com/:b:/s/Lansdowne/Ef2iLuR0ByRAncv1R6PNm90BAobJoyooYn-VNXbBoi8jhQ?e=IxPgsU>

Consultation as part of the finalised scheme for Traffic Regulation Orders ongoing. Currently RSA 1 has been undertaken on the whole scheme and RSA2 undertaken on phase 1 of the scheme.

Highways Review Log – summarising the process undertaken in designing the proposed improvements.

<https://bcpcouncil.sharepoint.com/:w:/s/Lansdowne/EeScLIsix2Nlj32ATD1TaEBChkmvTE2zDIseLHOAjdCOQ?e=UbmPa4>

Please list below any service user/employee monitoring data available and relevant to this policy/service/process and what it shows in relation to any Protected Characteristic:

- Respondents data to the **Impact Consultation – Oct./Nov. 2019** – 872 responses, with 67% supporting improvements to the area with 102 out of 143 negative comments highlighting concerns over the impact on congestion which affects the economy as well as air & noise pollution.

There were no significant differences in the results based on age, gender or sexual orientation and almost a third of respondents considered themselves as having a disability.

## BCP Equality Impact Assessment

### Part 3 – Assessing the Impact by Equality Characteristic

Use the evidence to determine the impacts, positive or negative for each Equality Characteristic listed below. Listing negative impacts will help protect the organisation from potential litigation in the future, it does not mean the policy cannot continue.

**Click here** for more guidance on how to understand the impact of the service/policy/procedure against each characteristic.

If the impact is not known please explain in the Action plan what steps will be taken to find out.

	Actual or potential positive outcome	Actual or potential negative outcome
1. Age <sup>2</sup>	<ul style="list-style-type: none"> <li>• More welcoming for all ages and should be a benefit to all age groups</li> <li>• Additional bespoke seating – benefit to all ages and particularly those needing additional support when sitting or standing</li> <li>• Less street clutter and obstacles to navigate</li> <li>• Improved access to the area for all due to emphasising sustainable transport options, based on the profile of users.</li> <li>• With the investment in the area aimed at attracting more diverse businesses and higher day time footfall the area should appeal to all ages</li> </ul>	<ul style="list-style-type: none"> <li>• Perception that the area is solely for the student population – seek to change this in favour of a place for all ages.</li> <li>• Further consideration will be given to establishing whether planned improvements will negatively impact this group.</li> <li>• Eventual outcome could widen the appeal for all ages with a more varied offer – especially for the nighttime economy.</li> </ul>
2. Disability <sup>3</sup>	<ul style="list-style-type: none"> <li>• Improved and wider paving and removal of uneven surfaces will make access easier to wheelchair users and those with walking difficulties.</li> <li>• Easier to navigate around the area</li> </ul>	<ul style="list-style-type: none"> <li>• Potentially a reduction in parking options for disabled drivers but no mobility parking spaces have been removed</li> <li>• Relocation of bus stops to a more central/northern location</li> </ul>

<sup>2</sup> Under this characteristic, The Equality Act only applies to those over 18.

<sup>3</sup> Consider any reasonable adjustments that may need to be made to ensure fair access.

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	Actual or potential positive outcome	Actual or potential negative outcome
	<ul style="list-style-type: none"> <li>• Additional seating designed specifically considering needs of disability groups</li> <li>• More opportunities to cross Holdenhurst Road on known desire lines, through informal crossings, narrower vehicle carriageway and slower vehicle speeds maximum (20 MPH).</li> <li>• Following feedback from DOTS controlled crossing points at Bath &amp; Christchurch Rd will be maintained in situ, despite not being on the desire line.</li> <li>• More welcoming environment through reduced impact of motor traffic will benefit some disabled people.</li> <li>• Relocation of bus stops away from the lower southern end of Holdenhurst Road will reduce vehicle conflicts, assisting use of crossing points in the pedestrian prioritised area.</li> <li>• Removal of some on street parking will assist with ease of navigation and crossing.</li> <li>• No disabled parking bays will be removed as a result of the programme</li> </ul>	<ul style="list-style-type: none"> <li>• Concern raised by DOTS regarding removal of controlled crossing point at the northern end of Holdenhurst Road - difficult for blind, partially sighted and those with learning disabilities to cross has been considered and the northern controlled crossing point will be retained</li> <li>• Further consideration will be given to establishing whether planned improvements will negatively impact this group, this will also arise through Road Safety Audits</li> </ul>

## BCP Equality Impact Assessment

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	Actual or potential positive outcome	Actual or potential negative outcome
3. Sex	<ul style="list-style-type: none"> <li>• Safer and more welcoming for all</li> </ul>	<ul style="list-style-type: none"> <li>• None currently known.</li> <li>• Further consideration will be given to establishing whether planned improvements will negatively impact this group.</li> </ul>
4. Gender reassignment <sup>4</sup>	<ul style="list-style-type: none"> <li>• Safer and more welcoming for all</li> </ul>	<ul style="list-style-type: none"> <li>• None currently known.</li> <li>• Further consideration will be given to establishing whether planned improvements will negatively impact this group.</li> </ul>
5. Pregnancy and Maternity	<ul style="list-style-type: none"> <li>• Easier to navigate around the area More opportunities to cross Holdenhurst Road through informal crossings, narrower vehicle carriageway and slower vehicle speeds</li> <li>• Additional seating</li> <li>• Greener &amp; more welcoming environment to encourage people to linger</li> </ul>	<ul style="list-style-type: none"> <li>• Potentially a reduction in parking options</li> <li>• Existing levels of traffic combined with reduced speed limit may result in higher levels of air &amp; noise pollution in the short term.</li> <li>• Further consideration will be given to establishing whether planned improvements will negatively impact this group.</li> </ul>
6. Marriage and Civil Partnership	<ul style="list-style-type: none"> <li>• Safer and more welcoming for all</li> </ul>	<ul style="list-style-type: none"> <li>• None currently known.</li> <li>• Further consideration will be given to establishing whether planned improvements will negatively impact this group.</li> </ul>

<sup>4</sup> Transgender refers to someone who considers that they do not identify strictly to one gender to the other, identifying themselves as neither male nor female.

## BCP Equality Impact Assessment

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If the impact is not known please explain in the Action plan what steps will be taken to find out.

	Actual or potential positive outcome	Actual or potential negative outcome
7. Race	<ul style="list-style-type: none"> <li>• Safer and more welcoming for all. There is evidence from another local scheme where motor traffic is reduced, that support can vary by race. The Poole Quay active travel scheme received high levels of approval from 'White other' – meaning white people that are not British.</li> </ul>	<ul style="list-style-type: none"> <li>• None currently known.</li> <li>• Further consideration will be given to establishing whether planned improvements will negatively impact this group.</li> </ul>
8. Religion or Belief	<ul style="list-style-type: none"> <li>• Safer and more welcoming for all</li> </ul>	<ul style="list-style-type: none"> <li>• None currently known.</li> <li>• Further consideration will be given to establishing whether planned improvements will negatively impact this group.</li> </ul>
9. Sexual Orientation	<ul style="list-style-type: none"> <li>• Safer and more welcoming for all</li> </ul>	<ul style="list-style-type: none"> <li>• None currently known.</li> <li>• Further consideration will be given to establishing whether planned improvements will negatively impact this group.</li> </ul>
10. Any other factors/groups e.g. socio-economic status/carers etc <sup>5</sup>	<ul style="list-style-type: none"> <li>• Safer and more welcoming for all.</li> <li>• Improvement of active travel is likely to allow better access from areas with higher levels of social deprivation, where car ownership is lower</li> </ul>	<ul style="list-style-type: none"> <li>• May have a negative impact on lower socio-economic groups who may feel less comfortable in the space. These groups do not tend to drive/have cars.</li> </ul>

<sup>5</sup> People on low incomes or no income, unemployed, carers, part-time, seasonal workers and shift workers

## BCP Equality Impact Assessment

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	Actual or potential positive outcome	Actual or potential negative outcome
	<ul style="list-style-type: none"> <li>The aim of attracting a range of different businesses to the area will widen the profile of the district to appeal to residents and visitors from all socio-economic levels.</li> </ul>	<ul style="list-style-type: none"> <li>Further consideration will be given to establishing whether planned improvements will negatively impact this group.</li> </ul>
11. Human Rights	<ul style="list-style-type: none"> <li>Safer and more welcoming for all</li> </ul>	<ul style="list-style-type: none"> <li>None currently known.</li> <li>Further consideration will be given to establishing whether planned improvements will negatively impact this group.</li> </ul>

**Any policy which shows actual or potential unlawful discrimination must be stopped, removed or changed.**

### Part 4 – Equality Impact Action Plan

Please complete this Action Plan for any negative or unknown impacts identified in the assessment table above.

Issue identified	Action required to reduce impact	Timescale	Responsible officer
Reduction in parking	<ul style="list-style-type: none"> <li>Mobility spaces maintained or added where possible</li> </ul>	By end 2022	Programme Manager

## BCP Equality Impact Assessment

	<ul style="list-style-type: none"> <li>• Further consideration will be given to establishing whether any potential negative impact can be mitigated against</li> </ul>		
Relocation of bus stops - Further for some people to walk & a need to relearn how to navigate the area.	<ul style="list-style-type: none"> <li>• Educate the general public</li> <li>• Comms campaign highlighting new ways of navigating area</li> <li>• Working with Bus Operators and Cycle Forum etc.</li> <li>• Additional seating along the road.</li> <li>• The final scheme could result in the new location of bus stops being nearer new facilities – e.g. Fire Station Square.</li> <li>• When the consolidation of bus stops was mentioned to DOTS recently they raised no concerns about distances/accessibility issues. Further consideration will be given to establishing whether any potential negative impact can be mitigated against</li> </ul>	By end 2022	Programme Manager
Perception of area being a student only area	<ul style="list-style-type: none"> <li>• Proposals aim to attract wide range of people, including families.</li> <li>• Community focus will aim to negate negative perceptions towards the area being solely for students</li> <li>• Additional bespoke seating added to aid accessibility, such as arm supports that are known to assist certain groups.</li> <li>• Promotion of events along the road aimed at all ages.</li> </ul>	Longer term post programme completion	Local Ward Councillors to encourage older groups of community to enjoy the space and events

## BCP Equality Impact Assessment

	<ul style="list-style-type: none"> <li>• Private sector business investment anticipated intended to provide a wider range of opportunities from the existing offer.</li> <li>• Further consideration will be given to establishing whether any negative impact can be mitigated against</li> </ul>		
Lower socio-economic groups impacted negatively by the changes	<ul style="list-style-type: none"> <li>• BCP Council initiatives aim to address conurbation wide issues for this group.</li> <li>• Further consideration will be given to establishing whether any negative impact can be mitigated against</li> </ul>	Now and longer term	Homelessness team
Possible replacement of formal pedestrian crossing on Holdenhurst Road with informal crossing	<ul style="list-style-type: none"> <li>• More informal crossing opportunities provided on Holdenhurst Road.</li> <li>• Narrower road would encourage drivers to slow down.</li> <li>• 20mph speed limit – making it easier/safer to cross at multiple places.</li> <li>• Re-location of bus stops away from crossing areas intended to reduce vehicle conflicts and improve crossing arrangements.</li> <li>• Longer term consideration of limiting vehicle access reducing further the traffic flows.</li> <li>• Provide a mixture of formal &amp; informal crossing points.</li> <li>• Further consideration will be given to establishing whether any</li> </ul>	By end 2022 and longer term	Programme Manager

## BCP Equality Impact Assessment

	potential negative impact can be mitigated against		
Desire line-based relocation and replacement of formal puffin crossings on Christchurch Road and Bath Road close to Lansdowne Roundabout with formal parallel - zebra and cycle crossing points. Prioritising the needs of pedestrians and cyclists over motor vehicle traffic.	<ul style="list-style-type: none"> <li>Whilst parallel crossings are formal crossings following this point being raised by RSA1 &amp; Highways Review these aspects have been dropped.</li> <li>There are more opportunities to use informal crossings on Holdenhurst Road and crossing will be easier because the carriageway will be much narrower and vehicles will be travelling more slowly due to the 20mph speed limit, the alignment of the road, proposed raised tables, and enhanced public realm. Consultation with DOTS has taken place and design amended to reflect their concerns.</li> <li>Leaving the existing controlled crossings in situ despite not being on any desire lines for pedestrians ensuring all disability groups feel secure in the knowledge that they can cross the road with ease.</li> </ul>	By end 2022	Programme Manager
Shared Spaces – lots of narrow shared space	<ul style="list-style-type: none"> <li>The amount of shared space is minimal with all efforts made to create clear demarcation by way of material palette &amp; tactiles</li> <li>Comms will also help to inform people about how to navigate the</li> </ul>	By end of 2022	Programme Manager

## BCP Equality Impact Assessment

	new spaces created prior to their completion.		
<p>Loading bays on Holdenhurst Road</p> <p>Suggested width of 2m did not comply with standards. See also comments B7 and B11 below</p>	<ul style="list-style-type: none"> <li>The Traffic Signs Regulations and General Directions 2016 indicate a minimum load bay width of 1.8m.</li> <li>Prioritising space for pedestrians and cyclists has resulted in carriageway space, including loading bays being reduced to aid the shift in priority</li> </ul>	2022	Balfour Beatty – Contractor Programme Manager
<p>Street Lighting consideration</p> <p>The area needs to be lit well. Suggested a review of existing street lighting is required and that the proposed street lighting meets standards for all users.</p>	<ul style="list-style-type: none"> <li>Consideration given in design to lighting for all groups, including the avoidance of flashing lights and focus on subtle artistic lighting to compliment the Highways lighting that meets the required standards.</li> </ul>	By end of 2022	WSP Lead Designer & BCP Lighting Programme Manager
<p>Cycle facilities</p> <p>a) Thought that the facilities to be provided were convoluted and that many cyclists would remain on the carriageway</p> <p>b) Suggested layout would result in congestion and/or incidents/conflict around the transition points at Lansdowne Roundabout.</p> <p>c) Questioned whether there was a link to the new cycle</p>	<ul style="list-style-type: none"> <li>The cycle facilities have been designed to enable people of all abilities to use the facilities. Less confident cyclists will be more likely to choose to use the segregated facility as it is 4m wide and separated from traffic, while more confident/competent cyclists may choose to use the carriageway.</li> <li>The proposed provision of parallel crossings and informal crossing points located on desire lines, and the proposed ‘halo’</li> </ul>	Longer term improvements required to Lansdowne RBT and overall cycle network	BCP Council – Highways Cycling Officer TCF Delivery Officers

## BCP Equality Impact Assessment

<p>facility providing access between Cotlands Road and Oxford Road.</p>	<p>cycle facilities circulating the roundabout would provide improved and safer facilities for vulnerable users. The ‘halo’ facilities offer a safer circulatory route for cyclists travelling around the roundabout or linking to the new 4m wide two-way segregated facilities to be provided within Holdenhurst Road. But these were refused by Highways as they were seen to have a detrimental impact on the highways network.</p> <ul style="list-style-type: none"> <li>• The cycle route on Holdenhurst Road will have provision for joining the new cycle link through the university buildings to Oxford Road and Cotlands Road and will include improved cycle route signage.</li> </ul>		
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### Key contacts for further advice and guidance:

#### Equality & Diversity:

[Sam Johnson - Policy and Performance Manager](#)

#### Consultation & Research:

[Lisa Stuchberry – Insight Manager](#)

### APPENDIX 1

Ref	Comment(s)	Client team/designer's response
A1.	<u>Parallel crossings at Lansdowne Roundabout</u>	a) Noted.

## BCP Equality Impact Assessment

Ref	Comment(s)	Client team/designer's response
	<p>a) Stated that removal of signal-controlled crossing may not be compliant with the Equalities Act.</p> <p>b) Advised that parallel crossing are not DOTS preferred crossing option.</p>	<p>b) Consultation with DOTS has taken place. They expressed no strong objection to the provision of parallel crossings; however, the client team is currently awaiting their written report.</p>
A2.	<p><u>Cycle facilities</u></p> <p>a) Commented that there appears to be a plethora of narrow shared spaces. Advised that this goes against LTN 1/20 guidance.</p>	<p>The amount of shared space is minimal, with a segregated 4m wide two-way cycle facility proposed along the eastern side of Holdenhurst Road linking Station Roundabout with Lansdowne Roundabout.</p>
A3.	<p><u>Impact on bus services</u></p> <p>a) Considers that accessibility to bus services is reduced and walking distances for passengers is increased by the proposal to merge bus stops on Holdenhurst Road at the northern end of the road.</p>	<p>When the consolidation of bus stops on HH Rd was mentioned to DOTS recently they raised no concerns about distances/accessibility issues.</p>
A4.	<p><u>Crossing points on Holdenhurst Road</u></p> <p>a) Sees little evidence that crossing points have been improved on Holdenhurst Road. See also comment B5 below.</p> <p><u>Loading bays on Holdenhurst Road</u></p> <p>b) Suggested width of 2m did not comply with standards. See also comments B7 and B11 below.</p> <p><u>Bus stop locations</u></p> <p>c) Identified that bus Stops locations on the exit points of crossings within Holdenhurst Road (north) present a safety issue. See also comments B9 and B15 below.</p> <p>d) Questioned why bus stops in Holdenhurst Road (south) are being relocated?</p>	<p>a) There are more opportunities to use informal crossings on Holdenhurst Road and crossing will be easier because the carriageway will be much narrower and vehicles will be travelling more slowly due to the 20mph speed limit, the alignment of the road, proposed raised tables, and enhanced public realm. Consultation with DOTS has taken place and the client team is currently awaiting their written report.</p> <p>b) The Traffic Signs Regulations and General Directions 2016 indicate a minimum load bay width of 1.8m.</p> <p>c) Noted.</p> <p>d) The bus stops are being relocated to allow a better balance between all the users of this part of Holdenhurst Road and to allow room for public realm space. Moving the bus stops also supports the local businesses by providing space for pavement cafes, and by moving the noise and pollution generated by the buses, which is increased when stopping and starting and lingers in the area when buses are stationary.</p>

## BCP Equality Impact Assessment

Ref	Comment(s)	Client team/designer's response
A5.	<p><u>Street Lighting</u></p> <p>Advised that area needs to be lit well. Suggested a review of existing street lighting is required and that the proposed street lighting meets standards for all users.</p>	Noted.
A6.	<p><u>Cycle facilities</u></p> <p>d) Thought that the facilities to be provided were convoluted and that many cyclists would remain on the carriageway</p> <p>e) Suggested layout would result in congestion and/or incidents/conflict around the transition points at Lansdowne Roundabout.</p> <p>f) Questioned whether there was a link to the new cycle facility providing access between Cotlands Road and Oxford Road.</p>	<ul style="list-style-type: none"> <li>The cycle facilities have been designed to enable people of all abilities to use the facilities. Less confident cyclists will be more likely to choose to use the segregated facility as it is 4m wide and separated from traffic, while more confident/competent cyclists may choose to use the carriageway.</li> <li>The proposed provision of parallel crossings and informal crossing points located on desire lines, and the proposed 'halo' cycle facilities circulating the roundabout will provide improved facilities for vulnerable users. The 'halo' facilities offer a safer circulatory route for cyclists travelling around the roundabout or linking to the new 4m wide two-way segregated facilities to be provided within Holdenhurst Road.</li> <li>The cycle route on Holdenhurst Road will have provision for joining the new cycle link through the university buildings to Oxford Road and Cotlands Road and will include improved cycle route signage.</li> </ul>
A7.	<p><u>Cycle facilities</u></p> <p>a) LTN 1/20 - volumes of traffic over 8000 need signalised crossings</p>	a) This is a guide only and other factors may enable different crossing options to be considered.
A8.	<p>Wanted to understand the logic behind the decision of the administration to insist on all traffic remaining within Holdenhurst Road. See also comment B18 below.</p>	<p>The recent change in leadership of BCP Council resulted in a review of the Lansdowne Programme by the new Leader and relevant Portfolio Holders supported by officers. The outcome, which is reinforced by consultation responses gathered over the life of the Lansdowne Programme, was that there should continue to be a focus on delivering high quality public realm improvements</p>

## BCP Equality Impact Assessment

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		to Holdenhurst Road but not at the expense of the highways network.
A9.	<p><u>General</u></p> <p>Felt that vehicles need to be treated as guests within the Holdenhurst Road environment, and that greater priority should be given to vulnerable users. See also comment B23 below.</p>	Noted.
B1.	Planters and seats along a cycle route in a narrower section - ridiculous!	Noted.
B2.	For what it's worth, I think you've been asked to undertake an almost impossible task! Simple fact is, you can't make a place significantly better for cycling and walking, without taking away from motor vehicles... We will inevitably end up with a massive compromise.	Noted.
C1.	<p>a) There is the potential for significant ped/cycle conflict on the shared footways between the arms of the Lansdowne Rbt - particularly between Old Christchurch Rd and Bath Rd. These shared footways will be unusable at busy times due to limited width and high pedestrian footfall.</p> <p>b) There is similar potential for conflict on the shared section just to the east of Cotlands Rd.</p>	See above re shared spaces
C2.	<p>a) Cyclists travelling towards Lansdowne on Bath Rd are indicated to join the footway prior to the roundabout. There is also a parallel zebra crossing which puts cyclists on the footway. However, the footway appears to be c. 2-2.5m wide at this point, which will invite conflict between peds and cyclists in this busy area. Likewise on the opposite side of the road, next to the college.</p> <p>b) Crossings - as cycling and walking officer, my preference is for zebra crossings as they prioritise people over cars, and I believe that in this environment that is exactly what we should be doing. Therefore I support their use; however careful consideration of VI people is needed particularly where we proposed to replace an existing signalised crossing. I also appreciate my colleagues' concerns regarding traffic management and potential congestion and effect on bus journey</p>	<p>a) Noted. This will be reviewed as the detailed design for this area evolves.</p> <p>b) This will need to be reviewed by WSP as the original informal crossing option was proposed when only buses were intended to access Holdenhurst Road.</p> <p>c) See response above.</p> <p>d) As with all large shared public spaces. pedestrian and cyclist behaviour will need to consider other users and adjust their speed and direction of travel accordingly. There will be strategically placed street furniture/planters and signage that guide cyclists along the preferred route along Holdenhurst Road and through Fire Station Square.</p>

## BCP Equality Impact Assessment

Ref	Comment(s)	Client team/designer's response
	<p>times caused by a constant stream of peds. If toucan crossings end up being used, I would advocate the shortest possible wait time for users.</p> <p>c) Crossing points (formal or informal) must be on desire lines, and I would strongly discourage use of ped guard rails.</p> <p>d) Reservations about the sharp bend in the cycle path outside KFC - conflict between cyclists more likely therefore track needs to be wider than shown. A small mistake by a cyclist, or minor conflict between two heading in opposite directions, should not result in one of them falling onto a busy roundabout!</p> <p>e) Fire Station Square: As others have stated, a segregated cycle track suddenly turning into a shared space, mixing with peds milling about, planters, benches, confusing changes in surfacing etc, is a recipe for disaster. I can't imagine how cyclists will be able to pick their way through this space when there is any kind of event on, or a nice sunny day when lots of people are ambling around. Really bad for both peds and cyclists.</p> <p>f) Cotlands Rd - ideally both peds and cyclists should have priority across this minor junction, but depending on traffic flows, as a minimum the cycle track should be continuous across the side road.</p>	<p>WSP have been asked to consider potential conflicts involving bus passengers, cyclists and pedestrians as the detailed design develops.</p> <p>e) Noted. See above d).</p> <p>f) Noted.</p> <p>WSP have been asked to consider potential conflicts involving motor vehicles, cyclists and pedestrians as the detailed design develops.</p>