

## ANNEX 2

### Guildford to Burpham Active Travel Scheme

#### Introduction

The Public Sector Equality Duty (PSED) is mandated in Section 149 of the Equality Act 2010 and requires a public body to have due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act;
- Advance equality of opportunity between people who share a protected characteristic and those who do not; and
- Foster good relations between people who share a protected characteristic and those who do not.

An Equality Impact Assessment (EIA) Screening Tool has been used to determine that this program has the potential to bring both positive and negative impacts to the people of Surrey and therefore, a full Equality Impact Assessment is being used to inform the program and will be used to inform decision makers in accordance with the Public Sector Equality Duty as described in the Equality Act 2010.

This Equality Impact Assessment assesses the potential positive, negative and indirect impacts of the proposed [Local Transport Plan](#) to upgrade existing bus stops and upgrade cycling facilities, providing better transport connectivity between Guildford and Burpham (A3100 London Road) and to address a range of local travel problems.

Our fourth Local Transport Plan (LTP4) sets out our plans for transforming our transport network from 2022 up to 2032 and beyond. LTP4 was adopted on 12 July 2022 and supersedes our third Local Transport Plan (LTP3), which was published in 2011. LTP4 aims to significantly reduce carbon emissions from transport to meet our commitment to net zero emissions by 2050, in line with the Government's national legal commitment. Achieving these targets will require significant changes for us all.

Our objectives are:

- Net zero carbon emissions
- Sustainable growth
- Well-connected communities
- Clean air and excellent quality of life.

To achieve these objectives, we will build on existing measures and develop new ones that align with the following three principles: Avoid, Shift, Improve

**Avoid** unnecessary travel by reducing the number and length of trips needed. We aim to achieve this through improving planning for homes and employment sites, travel planning and levels of digital connectivity.

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**Shift** travel choices to more sustainable modes of transport, including public transport, walking and cycling, away from car use.

**Improve** the energy efficiency of vehicles and operational efficiency of roads through technology improvements

## Equality objectives 2021 - 2026

Ensuring no-one is left behind is the guiding principle for everything we do and this underpins our commitments on equality, diversity and inclusion (EDI). We will be delivering a radical agenda for EDI so the council can become a more diverse and inclusive organisation bringing strength through difference.

For residents, this means engaging with them in different ways so all voices are heard, which will help us better understand the causes of inequality and act to tackle them. For our staff, this means creating a workplace where they feel comfortable bringing their whole selves to work and where difference is valued so people's different perspectives will help address the challenges we face.

A greater focus on EDI will be transformative for residents and staff. We want to remove barriers and level the playing field to make it easier for people to engage with the council and be able to access the services they need. We will target our resources effectively to support the most disadvantaged, re-design services in a smarter way to ensure they are inclusive and accessible to all and develop a workforce that is more empathetic to the diverse needs of residents.

## Our four equality objectives

To support the priority objectives we set in our Organisation Strategy 2021 to 2026, we have agreed four equality objectives:

- Tackle economic inequality and disparity through ensuring that everyone has the education and skills they need and that the infrastructure of the county is accessible, so that all residents are able to access the jobs, homes and transport needed to share in the benefits of growth.
- Work to close the county's healthy life expectancy gap by focusing our resources on children and adults who need our services most so they can be healthy, independent and thrive.
- Work with communities, through our new local engagement model, to make it easier for all residents to participate in local democracy, service design and decision-making.
- Deliver a radical work programme to strengthen the diversity of our workforce and move to a culture that values difference, where all staff feel they belong and have opportunities to succeed.

### Current Position

The Government's ambition is to make walking and cycling the natural choice for shorter journeys, and short parts of longer journeys (for example, cycling to a railway station).

Surrey County Council has committed to achieving net zero carbon emissions across Surrey by 2050. 46% of carbon generated within Surrey by residents and businesses is transport related. This is roughly twice what it is for most other areas of the UK.

In order to tackle this, we need our residents and partners to help with a collective change in the way we travel in and around Surrey.

Surrey County Council has committed an ambitious 5-year budget, announced for 2020-21 that will see significant investment in Surrey County Council's Active Travel Programme for walking, cycling and buses as well as our Rights of Way connectivity. This financial commitment is a telling signal of our focus: getting people out of their cars.

## Community Vision for Surrey in 2030

By 2030 we want Surrey to be a uniquely special place where everyone has a great start to life, people live healthy and fulfilling lives, are enabled to achieve their full potential and contribute to their community, and no one is left behind.

The proposals support the Community Vision for Surrey in many ways:-

Our ambitions for people are:

- Children and young people are safe and feel safe and confident.
- Everyone benefits from education, skills and employment opportunities that help them succeed in life.
- Everyone lives healthy, active and fulfilling lives, and makes good choices about their wellbeing.
- Everyone gets the health and social care support and information they need at the right time and place.
- Communities are welcoming and supportive, especially of those most in need, and people feel able to contribute to community life.

We want our county's economy to be strong, vibrant and successful and Surrey to be a great place to live, work and learn. A place that capitalises on its location and natural assets, and where communities feel supported and people are able to support each other.

Our ambitions for Surrey are:

- Residents live in clean, safe and green communities, where people and organisations embrace their environmental responsibilities.
- Journeys across the county are easier, more predictable and safer.
- Everyone has a place they can call home, with appropriate housing for all.
- Businesses in Surrey thrive.
- Well connected communities, with effective infrastructure, that grow sustainably.

## The Proposed Scheme

The Proposed Scheme consists of upgrading existing bus stops and cycling facilities for a 1.6 mile stretch on the A3100 London Road between Guildford and Burpham. The scheme affects four wards within Guildford Borough Council: Castle, Merrow, Stoke and Burpham..

<https://guildford.gov.uk/wardboundaries>

The polling districts the scheme covers are; Burpham North West, Burpham South East, Stoke North, Stoke East and Castle East

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Guildford is situated on the banks of the River Wey, occupying a natural gap in the North Downs that provides excellent road and rail connections to the South East of England. Located equidistant from London and Portsmouth, the town gained early importance as a staging post for travellers, civilian and military, as well as fulfilling its local role as the regional market place, occasional seat of the County Assizes, and location of a Royal hunting lodge.

Burpham is a suburb of Guildford, a town in Surrey, England with an historic village centre. It includes George Abbot School, a parade of small shops, and Stoke Park

Burpham is bordered by the neighbourhoods of Merrow to the south-east and Jacobs Well to the north-west. Burpham is separated from Merrow by the New Guildford Line, the railway line between Guildford and Effingham Junction.

The change being assessed is known as the A3100 London Road Burpham to Guildford Active Travel scheme and it will be delivered in 3 sections as follows:

## **Section 1: Burpham to Boxgrove Roundabout to involve**

- Upgrade of the existing advisory cycle lanes to offroad segregated uni-directional cycle ways with shared use facilities being provided for pedestrians and cyclists in a few sections where the available width of highway land is inadequate.
- Improvements to the existing footways including resurfacing
- Improvements to five (5) bus stops along the route including the provision/replacement of bus shelters and the provision of a shared use space for pedestrians, bus passengers and cyclists. There will be signage and markings in place to route cyclists behind the bus shelter and pedestrians/bus users in front of the bus shelter.
- Upgrade of the existing uncontrolled crossing just south of Ganghill junction to a controlled Toucan (pedestrian/cyclist) crossing
- Improvements to the junctions with Kingpost Parade, Highclere, Abbotswood (north and south) and Boxgrove Avenue to facilitate crossing by cyclists.
- Upgrade of the existing crossing facilities for pedestrians and cyclists on all arms of New Inn Lane/Burpham Lane and Woodruff Avenue/Weylea Avenue to parallel (zebra and cyclist) crossings

## **Section 2: Boxgrove Roundabout Dutch style Roundabout to involve**

- Improvements to the existing footways and provision of dedicated, unidirectional segregated off carriageway cycleway facilities.
- Upgrade of the existing uncontrolled crossing facilities to new, controlled crossing facilities providing prioritised pedestrian movements over cyclist and motorist movements.
- Linking of the proposed cycle lanes with the controlled crossing facilities, giving cyclists priority over motorists at each arm of the roundabout.

The existing roundabout layout will be maintained but the central island size will be reduced and the traffic lane positions and islands will be realigned with the proposed traffic lanes entering and exiting the roundabout.

## **Section 3: Boxgrove Roundabout to York Road to involve**

- Upgrade of the existing advisory cycle lanes to offroad segregated uni-directional cycle ways with shared use facilities being provided for pedestrians and cyclists in a few sections where the available width of highway land is inadequate.
- Improvements to the existing footways including resurfacing
- Reduction of the speed limit to 20mph between York Road and Ennismore Avenue in order to create a mixed traffic zone. This will involve the introduction of traffic calming features such as road tables and buffer areas.
- Improvements to seven (7) bus stops along the route including the provision/replacement of bus shelters and the provision of a shared use space for pedestrians, bus passengers and cyclists. There will be signage and markings in place to route cyclists behind the bus shelter and pedestrians/bus users in front of the bus shelter.
- Improvements to the junctions with Elgin Gardens, Bladon Close, St. Mildred's Rd, Linfield Gardens, Avonmore Gardens, Buckingham Close, St. Margaret's, Ennismore Avenue, Berkley Court, Cross Lanes, Nightingale Road, Clandon Road and York Road to facilitate crossing by cyclists
- Upgrade of three (3) existing uncontrolled crossings to signalised crossings.
- Upgrade of the existing uncontrolled crossings at the junctions with Cross Lanes and Nightingale Road to parallel (zebra and cyclist) crossings

The extent of the development footprint allows for sufficient space to construct the Proposed Scheme. Allowance for likely environmental mitigation and compensation areas have also been included within the footprint.

Alterations to existing footpaths, including widening and resurfacing will be required as part of the Proposed Scheme. All works are planned to be located within the extent of the Proposed Scheme footprint. The Proposed Scheme has been developed in accordance with Local Transport Note 1/20: Cycle Infrastructure Design.

## **PUBLIC TRANSPORT, PEDESTRIAN AND CYCLING FACILITIES**

There are several Public Rights of Way, cycle paths and transportation facilities located within the area.

### **PUBLIC TRANSPORT**

There are twelve (12) bus stops located within the Proposed Scheme boundary. Bus routes 6, 18, 715 and 462 travel through the Proposed Scheme.

The only railway station within the area is London Road Train station located between Nightingale Road and York Road.

There are no taxi services within the Study Area

### **PEDESTRIANS, CYCLISTS AND EQUESTRIANS**

There are eight footpaths within the area and there are no footpaths or byways within the Proposed Scheme. There is one designated cycling route within the Study Area, NCN 223 from Chertsey to Shoreham-by-Sea, which is located between York Road and the Stoke Park access at the southern end of Section 3 of the scheme.

A landscaping design is to be developed to support the Proposed Scheme.

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- 3 Working closely with the Department for Transport, we are undertaking with this work, a new approach to mapping the movements of our communities. This, combined with engagement with residents and partners, will be imperative to understand exactly what our residents need and precisely where they need it.

## **ENGAGEMENT WITH RESIDENTS AND PARTNERS**

We have engaged with a wider group of people and to seek more feedback on the proposal before any final plans are agreed. This group was identified using a stakeholder mapping process that included community groups as well as those from protected characteristic groups.

We have been working with the community, stakeholders and equality groups to develop materials which explain the full scheme and to develop a survey to enable us to better understand people's views.

## **SCHOOLS AND CHILDCARE**

Five schools have been identified within the area:

- George Abbot School with 1973 pupils (mixed gender secondary school for ages 11 to 18) is located approximately 70m east of the central section of the Proposed Scheme boundary;
- Burpham Primary School with 434 pupils (mixed gender primary school for ages 4 to 11) is located approximately 460m north west of the northern section of the Proposed Scheme;
- Boxgrove Primary School with 631 pupils (mixed gender primary school for ages 4 to 11) is located approximately 620m south east of the southern section of the Proposed Scheme; and
- St Peter's Roman Catholic School with 212 pupils (mixed gender primary school for ages 5 to 11) is located approximately 1.4km east of the middle section of the Proposed Scheme.
- Guildford High School with approximately 1000 pupils (a girl's school for ages 4 to 18) is located approximately 100m from Guildford Railway Station at the southern end of the Proposed Scheme

Six nurseries have been identified within the area

- Peter Rabbit Nursery School is located approximately 250m west of the Proposed Scheme;
- Sunshine Nursery is located approximately 140m west of the Proposed Scheme
- Burpham Pre-School is located approximately 340m east of the Proposed Scheme;
- Christopher Robin Day Nursery is located approximately 510m north west of the proposed scheme
- Busy Bees at Guildford is located approximately 175m east of the Proposed Scheme
- Christchurch Pre-School is located approximately 260m east of the Proposed Scheme

## **LOCAL AMENITIES**

Residential communities located within the area include the following:

- Guildford (adjacent to the Proposed Scheme);
- Burpham (within the Site Boundary of the Proposed Scheme);

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- Abbotswood (within the Site Boundary of the Proposed Scheme); and
- Merrow (approximately 750m west of the Proposed Scheme).

The Proposed Scheme is located within a rural/urban fringe of Guildford and rural area of Burpham. The majority of community facilities are located within Guildford. Journeys between the identified communities are likely to be made by walking, cycling and by vehicles, via the A3100 London Road, local C classified and unclassified roads.

The following facilities have been identified within the Proposed Scheme area:

- ALDI supermarket is located directly west of the northern section of the Proposed Scheme;
- Sainsbury's supermarket is located at the north western end of the Proposed Scheme;
- Sutherland Memorial Park is located directly west of the northern section of the Proposed Scheme;
- Guildford Ambulance Station is located directly east of the middle section of the Proposed Scheme;
- A row of retail facilities located approximately 20m east of the northern section of the Proposed Scheme along London Road and Kingpost Parade. Retail facilities include clothing, Takeaways, Salons, furniture and Bicycle shop.
- Guildford Riverside Nature Reserve is located approximately 540m west of the Proposed Scheme;
- Stoke Park is located adjacent to the middle southern section of the Proposed Scheme;
- Bushy Hill Park and Garden is located approximately 760m east of the Proposed Scheme;
- Merrow Business Park is located approximately 780m east of the Proposed Scheme;
- Guildford Rock School is located approximately 840m east of the Proposed Scheme;
- Guildford Shakespeare Company Trust is located approximately 860m south west of the Proposed Scheme; and Sutton Park and Garden is located approximately 860m north of the Proposed Scheme.
- Guildford Spectrum Leisure Centre is located approximately 400m west of the Proposed Scheme
- No other mobility services, or food banks have been identified within the area.

## Design Considerations

- Upgrades to various junctions and roundabouts located between B2234/Burpham Lane and A246 York Road to include new crossing locations for cyclists and pedestrians;
- Shared footways where narrowing of the highway prevents segregation; and
- Upgrades to existing/new bus stops, either to a shared use bus stop or bus stop bypass.

## Construction Considerations

Most of the works will be done under two-way traffic with reduced durations of road closures required for short durations;

- Potential pedestrian or community severance due to disruption caused by construction works;
- Access to local services could be potentially affected during construction; and

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- Potential noise, dust, light and environmental impacts associated with the Proposed Scheme have the potential to impact on health and wellbeing of the local populations.

## 2. Protected Characteristics

There are eight protected characteristics considered in this Equality Impact Assessment as defined in the Equality Act 2010. Additionally, Marriage / civil partnership is included as it relates to employment law and Surrey County Council staff will be consulted about the proposals and encouraged to use the routes.

- Age
- Disability
- Gender
- Pregnancy and maternity
- Race including ethnic or national origins, colour or nationality
- Religion or belief
- Sex
- Sexual orientation
- Marriage/civil partnership

Though not included in the Equality Act 2010, Surrey County Council recognises that there are other vulnerable groups which significantly contribute to inequality across the county and therefore are also considered within this EIAs.

Consideration has been given to the needs and potential impact on the following vulnerable groups

- Members/Ex members of armed forces
- Adult and young carers\*
- Those experiencing digital exclusion\*
- Those experiencing domestic abuse\*
- Those with education/training (literacy) needs
- Those experiencing homelessness\*
- Looked after children/Care leavers\*
- Those living in rural/urban areas
- Those experiencing socioeconomic disadvantage\*
- Out of work young people)\*
- Adults with learning disabilities and/or autism\*
- People with drug or alcohol use issues\*
- People on probation
- People in prison
- Migrants, refugees, asylum seekers
- Sex workers
- Children with Special educational needs and disabilities\*
- Adults with long term health conditions, disabilities (including SMI) and/or sensory impairment(s)\*
- Older People in care homes\*
- Gypsy, Roma and Traveller communities\*

\*as identified in the Surrey COVID Community Impact Assessment and the Surrey Health and Well-being Strategy

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The following open source data has been used to understand the population profile of the area. Rather than recreate the data tables, links to the data have been provided below.

## Population Profile

2021 Census [Search Datasets | Surrey-i \(surreyi.gov.uk\)](#)

- Surrey population has increased to 1,203,108 – 6.2% increase on 2011 Census. This growth rate is slightly lower than England as a whole (6.6%).
- All borough / district councils exhibited population growth varying from 2.4% (Mole Valley) to 9.4% (Reigate and Banstead).
- Population density across Surrey is 724 usual residents per square kilometre. This varies between borough / district councils from a low of 338 (Mole Valley) to a high of 2,375 (Epsom and Ewell).
- Surrey saw population decreases for the under 4s (-8.0%), those aged 35-49 (-3.1%), and amongst those aged 60-64 (-0.7%) but an increase in all other 5-year age bands.
- Large percentage increases were seen in our older population: 34.0% growth in those aged 70-74, 18.2% growth in those aged 75-79, and 14.5% growth in those aged 80 and above.
- Total population has grown faster than the number of households, so average household size has increased. Across Surrey there were 481,818 households – a growth of 5.7% relative to the 2011 Census.
- The total number of households in Surrey, established by the 2021 Census, was 481,818. This is an increase of 26,027 (5.7%) since the previous Census.
- The imputed average Household size (mean average of residents per household) was 2.50 for Surrey – a higher value than for England as a whole.
- Surrey's Health and Well-being Strategy was refreshed in 2022 to include a particular focus on certain geographic areas of the county which experience the poorest health outcomes in Surrey. These areas were selected on the basis of the Overall deprivation score established in the English deprivation indices 2019.

In Guildford, the population grew by 4.7% to 143,649 in the 2011 Census. The average number of people per household was 2.58.

## Joint Strategic Needs Assessment 2023

The Joint Strategic Needs Assessment (JSNA) [Joint Strategic Needs Assessment | Surrey-i \(surreyi.gov.uk\)](#) is an assessment of the current and future health and social care needs of the population of Surrey. It supports local leaders and commissioners to make informed decisions and to shape services in a way that best serves their communities. The JSNA informs the [Health and Wellbeing Strategy \(HWS\)](#) which outlines the collective health priorities for all partners across Surrey.

## Priority Populations

The HWS commits to prioritising populations most at risk of experiencing poor outcomes. Their needs are considered within each of the published JSNA chapters.

- Carers and young carers
- Looked after children and adults with care experience
- Children with additional needs and disabilities
- Adults with learning disabilities and/or autism

- People with long term health conditions, disabilities or sensory impairments
- Older people 80+ and those in care homes
- Black and Minority Ethnic groups
- Gypsy Roma Traveller community
- Young people out of work
- People experiencing domestic abuse
- People with serious mental illness
- People with drug and alcohol problems
- People experiencing homelessness
- People living in geographic areas which experience the poorest health outcomes

## Census 2021

- A detailed profile for the 2021 Census for [Guildford](#) shows that between the last two censuses (held in 2011 and 2021), the population of Guildford increased by 4.7%, from around 137,200 in 2011 to around 143,600 in 2021.
- The population here increased by a smaller percentage than the overall population of the South East (7.5%), and by a smaller percentage than the overall population of England (up 6.6% since the 2011 Census).
- In 2021, Guildford was home to around 3.8 people per football pitch-sized piece of land, compared with 3.6 in 2011. This area was among the lowest 45% for population density across English local authority areas at the last census.

## Fostering Good Relations

During operation, the proposed bus stop design option to include a cycle path routed behind the bus shelter (shared use bus stop) would benefit cyclists (most likely a higher proportion of men), pedestrians and bus users.

Provision of segregated cycleways could help to increase the perception of safety and confidence of users (particularly women) and encourage increased numbers of cyclists to use the network.

Protected characteristic	Potential Impact	Additional details	Mitigation
<p><b>Age</b></p> <p>The Census 2021 reveals that the largest 5 year cohort across Surrey are those aged 50-54 years, with a population of 87,327. The fastest growing cohort compared to previous Census are those aged 70-74, with a growth of 34.1% (an additional 14,869 persons). This group reflects the post-WWII baby boom. Other older age groups have also increased: those aged 75-79 by 18.1%, and those aged 80 or older by 14.6%.</p> <p>The largest decrease was observed in Guildford, which saw a 17.6% reduction in the number of preschool children across the past decade.</p> <p>16.9% of people in Guildford are aged 25 years and under, whilst 17.5% are aged 65years and over</p> <p>There are no schools located within the Proposed Scheme boundary. However, there are five schools and five nurseries located within the local area. Pupils and their carers from communities surrounding the Proposed Scheme boundary could use bus services and private vehicles travelling to and from the schools via the A3100 London Road. The Proposed Scheme involves the restructuring of the existing junctions and pavements along the A3100 London Road. Hence, journeys between schools and the local communities in the area may be disrupted during construction. Safe temporary road diversions or partial closures should be provided to ensure young people and their carers are not disproportionately affected during construction.</p> <p>Based on the National Travel Survey England 2021, people that are at age between 17 and 20, and over 70 have a higher average use of local buses. The Proposed Scheme involves the upgrading of the existing bus stops of the A3100 London Road which form part of the bus route for bus services 6, 18, 715, and 462. Potential disruption to bus routes located within the Proposed Scheme boundary during construction might have a disproportionate effect on the young and older people.</p>			

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Protected characteristic	Potential Impact	Additional details	Mitigation
		<p>Temporary road diversions or partial closures should be provided during construction to ensure young and older people are not disproportionately affected.</p> <p>Students and education escorts who need to travel along the Proposed Scheme where it provides an improved connection for all road users and provides an alternative option for travelling between schools and their local area.</p> <p>During operation, the proposed shared use bus stop design could introduce conflict between cyclists and pedestrians, especially older users with mobility and sensory issues and those with young children and prams, when passengers are trying to board or leave the bus.</p> <p>In areas of shared use between pedestrians and cyclists, there may be some conflict between users during operation. This could be especially felt by older users with mobility issues or using mobility aids, those pedestrians travelling with young children and prams and any cyclists using adapted or inclusive cycles. The inclusion of parallel cycle crossings on adjoining roads will prevent conflict in these locations, as long as they are used correctly.</p> <p>Provision of segregated (both off carriageway and light segregation) and marked (with red finish) cycleways could help to increase the perception of safety and confidence of users (particularly younger and older users), and encourage increased numbers of cyclists to use the network.</p>	
	Positive	It is expected that there would be a positive impact on people of all ages benefitting from cleaner air generally but specifically, because they would be enabled to use the cycle and walkways to improve their activity levels.	

Protected characteristic	Potential Impact	Additional details	Mitigation
	Negative	For vulnerable younger and older people, the bus routes, cycle and walkways must feel safe with good visibility and well lit in darker places.	Surfaces must be appropriate to prevent slips, trips and fall amongst the particularly vulnerable older population, especially for those who use mobility aids such as sticks, walkers and buggys.

**Disability** [2021 Census: Disability | Surrey-i \(surreyi.gov.uk\)](https://www.surrey.gov.uk/census-2021/disability)

Just under a quarter of Surrey residents (21.3%) were classified as having a disability under the Equality Act or had a long term physical or mental health condition (but day-to-day activities were not limited). One in 20 residents were classified as disabled under the Equality Act where their day-to-day activities were limited 'a lot' and represented 61,835 individuals.

Just over 100 thousand (104,266) residents were classified as disabled under the Equality Act, 8.7 per cent, whereby their day-to-day activities were limited 'a little'. The Census also collected information from people who were not categorised as disabled under the Equality Act but had a long term physical or mental health condition and whose day-to-day activities were not limited, and such individuals represented 7.4 per cent of Surrey residents (89,595).

4.8% of people in Guildford have one of more disability under the Equality Act where day to day activities are limited a lot and a further 8.9% where there activities are limited a little.

Construction plant has the potential to generate additional noise, dust and lighting which people with respiratory or long-term illnesses could be temporarily disproportionately affected.

During operation, the shared use bus stop proposed design option could introduce conflict between cyclists and pedestrians, especially those with mobility and sensory issues, when passengers are trying to board or leave the bus.

In areas of shared use between pedestrians and cyclists, there may be some conflict between users. This could be especially felt by users with mobility issues or using mobility aids and any cyclists using adapted or inclusive cycles. The inclusion of parallel cycle crossings on adjoining roads will prevent conflict in these locations, as long as they are used correctly.

Provision of segregated (both off carriageway and light segregation) and marked (with red finish) cycleways could help to increase the perception of safety and confidence of users (particularly disabled users) and encourage increased numbers of cyclists to use the network.

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Protected characteristic	Potential Impact	Additional details	Mitigation
<p>Tactile paving surfaces have been included within the design in appropriate locations (at crossings and ends of cycleways interacting with pavements) to ensure the Proposed Scheme is suitable for use by visually impaired users.</p> <p>Statistically this area does not have a significantly higher number of residents with disabilities, and there is no evidence of presence of facilities that would indicate a higher use by disabled groups. However, disabled people are more likely to use public transport because they are often not able to travel using their own vehicle.</p>			
	Negative	<p>The bus routes, cycle and walkways must take account of physical and neuro diversity and be accessible for all mobility impaired users. This includes visual and sensory impairment. The routes must be appropriate for visually impaired people who use a stick, assistance dog or carer.</p>	<p>Some of the routes would benefit from the introduction / modernisation of accessible footway features such as dropped kerbs and tactile paving.</p> <p>Appropriate signage must be clear and accessible and meet the needs of hearing and sight impaired users.</p> <p>Access to first aid, defibrillator or emergency response should be made clear.</p>
<p><b>Gender</b> <a href="https://www.surreyj.gov.uk/2021-census-gender-identity">2021 Census: Gender Identity   Surrey-i (surreyj.gov.uk)</a></p> <p>Across Surrey, there were responses from 921,833 residents (94.79% of the population aged 16 years and over).</p> <p>A total of 918,205 residents (94.42%) answered “Yes”, indicating that their gender identity was the same as their sex registered at birth.</p> <p>A total of 3,628 residents (0.37%) answered “No”, indicating that their gender identity was different from their sex registered at birth. Within this group:</p> <ul style="list-style-type: none"> <li>1,361 (0.14%) answered “No” but did not provide a write-in response</li> <li>731 (0.08%) identified as a trans man</li> <li>756 (0.08%) identified as a trans woman</li> </ul>			



Protected characteristic	Potential Impact	Additional details	Mitigation
<p>495 (0.05%) identified as non-binary</p> <p>287 (0.03%) wrote in a different gender identity</p> <p>The remaining 50,679* residents (5.21%*) did not answer the question on gender identity.</p> <p>The percentage of Surrey residents aged 16 and over who reported that their gender identity was different from their sex registered at birth, 2021 in Guildford was 510 (0.43%)</p>			
	Unsure	There is the potential of harassment or victimisation caused by transphobic hate crime in public spaces which should be recognised and tackled appropriately. Anyone feeling unsafe on the bus routes, cycle and walkways should know how to access the nearest 'safe space'.	Engagement with trans or gender reassignment groups would discover more insight and develop appropriate adjustments with the community.
<p><b>Pregnancy &amp; Maternity</b></p> <p>The ONS data for Guildford shows a 19.9% drop in birth rates over the last ten years from the 2021 Census data</p> <p>In 2021 there were 1.5 children per woman in Guildford</p>			
	Unsure	The cycle and walkways must be accessible for pram and pushchair users up to double buggy size. The seating areas may be suitable for breastfeeding women but this should be discussed as part of	

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Protected characteristic	Potential Impact	Additional details	Mitigation
		<p>the engagement process as to whether this may pose any barriers. Cycles towing baby trailers should be accommodated. It may be assumed that pregnant women may already have toddlers in prams or pushchairs or toddling.</p>	
<p><b>Race- including ethnic or national origins, colour or nationality</b></p> <p><a href="#">Census 2021: Ethnic Group   Surrey-i (surreyi.gov.uk)</a></p> <p>Three quarters of Surrey residents reported that they identified as White British in 2021, alongside 8.9 per cent who reported that they were ‘White Other’. Therefore, 14.5 per cent of Surrey residents reported that they identified as non-White. The residents who identified as Asian made up the largest percentage of the non-White Surrey population and represented 7.7 per cent of all Surrey residents in 2021. Those who identified as Mixed or of Multiple ethnicity represented 3.4 per cent of the overall Surrey population and residents who identified as Black represented 1.7 per cent</p> <p>Every 9 in 10 Surrey residents reported their national identity as something which was only UK-based, with British only being the most popular specific identity (57.5%).</p> <p>8.5 per cent of Surrey residents reported a non-UK identity and 2.5 per cent reported a a combination of a non-UK identity alongside a UK-based identity.</p> <p>Guildford had high levels of the following ethnic groups:- Asian (6.7%), Black (1.5%) and mixed or multiple (1.9%)</p>			
	Unsure	<p>Information about the bus routes should be made available in the most prevalent languages used in the Burpham / Guildford area where the routes are publicised.</p> <p><a href="#">Census 2021: Main</a></p>	<p>Further engagement is required to understand the potential disadvantages from people with lived experience.</p>

Protected characteristic	Potential Impact	Additional details	Mitigation
		<p><a href="https://www.surreyi.gov.uk">Language   Surrey-i (surreyi.gov.uk)</a></p> <p>Safeguarding against discrimination and harassment strategies may be required and vulnerable people should know where they can easily access a safe space.</p> <p>A potential positive impact is the opportunity to foster good relations between different race groups using the routes.</p>	
<p><b>Religion &amp; Belief</b></p> <p><a href="https://www.surreyi.gov.uk">Census 2021: Religion   Surrey-i (surreyi.gov.uk)</a> Includes a breakdown for Guildford by religion</p> <p>The Christian population remained the largest religious group in Surrey in the 2021 Census. However, the proportion of Surrey residents who were Christian decreased from 62.8 per cent in 2011 to 50.2 per cent in 2021.</p> <p>The reduction in Christian residents was largely driven by the population reporting ‘no religion’ rising from 24.8 per cent in 2011 to 36.3 per cent (440,069 residents) in 2021.</p> <p>Non-Christian religions were reported by 7.0 per cent of Surrey residents (84,641) in 2021, where Muslims represented 3.2 per cent of Surrey residents (38,138).</p> <p>Guildford had the highest proportion of residents who reported ‘no religion’ in 2021 at 39.7 per cent, with Waverley coming in second at 39.0 per cent. Spelthorne had the lowest proportion of residents who reported ‘no religion’ in 2021, but this group still represented 31.2 per cent of the Spelthorne population.</p> <p>One place of worship has been identified within the Study Area. Burpham Church is located approximately 320m east of the Proposed Scheme.</p>			

# Equality Impact Assessment

Protected characteristic	Potential Impact	Additional details	Mitigation
	Unsure	The public spaces should be equally accessible by people of all faiths and none.	Further engagement with faith groups and representatives is needed to fully understand the potential positive and negative benefits
<p><b>Sex</b></p> <p>Overall, 51.3% of Surrey’s population is female. This is slightly above the national position for England of 51.0%, reflecting our older population structure.</p> <p>The proportion of residents who are female generally increases with age: 48.7% of those aged 4 or under are female, compared to two thirds (67.6%) of those aged 90 or older.</p> <p>The National Travel Survey England 2018 data shows that women make more escort education trips than men, with an average of 143 trips made per person per year by women and 109 trips made per person per year by men (note that the 2021 data was skewed by the impact on Covid-19 on travel). The 2018 survey also indicates that women take larger numbers of bus trips than men for all age groups, with an average of 54 trips made per person per year by women and 41 trips made per person per year by men. The potential disruptions to bus routes along the A3100 London Road during construction may disproportionately affect women as they are more likely to use bus services, and therefore be impacted by increased journey times.</p>			
	Yes	<p>Information about the cycle and walkways should be produced using gender neutral language. Women using the routes, particularly at night should feel safe with well lit areas and a ‘safe place’ to access if feeling at risk.</p> <p>This also applies to men who feel vulnerable.</p>	The routes should feel safe and be monitored during the hours of a vibrant night time economy or during town centre festivals and public events.
<p><b>Sexual orientation</b></p>			

Protected characteristic	Potential Impact	Additional details	Mitigation
		<p>2021 Census: <a href="https://www.surreyi.gov.uk/2021-census-sexual-orientation">2021 Census: Sexual Orientation   Surrey-i (surreyi.gov.uk)</a></p> <p>In total, 905,795 Surrey residents answered the question (93.1% of the Surrey population aged 16 years and over which is slightly higher than the 92.5% of the England population).</p> <p>In total: 881,673 people (90.66% of the Surrey population aged 16 years and over) identified as straight or heterosexual</p> <ul style="list-style-type: none"> <li>• 11,355 (1.17%), described themselves as gay or lesbian</li> <li>• 10,232 (1.05%) described themselves as bisexual</li> <li>• 2,535 (0.26%) selected “Other sexual orientation”</li> </ul> <p>The overall number of residents of Surrey who identified with an LGB+ orientation (representing all sexual orientations apart from heterosexual and straight) was therefore 24,122 and represented 2.48 per cent of the population aged 16 years and over.</p> <p>Of those who selected “Other sexual orientation”, the most common write-in responses included:</p> <ul style="list-style-type: none"> <li>• 1,653 pansexual (0.17% of the Surrey population)</li> <li>• 522 asexual (0.05%)</li> <li>• 216 queer (0.02%)</li> </ul> <p>Another 144 residents (0.01%) wrote in a different sexual orientation.</p>	
	Yes	The routes should feel safe for people of all sexual orientation and should celebrate PRIDE and be clear that hate crime of this nature will not be tolerated. Vulnerable users should have a ‘safe place’ to access.	Engagement with representatives of this group should be undertaken to gain insight into their feelings about the proposed routes.

# Equality Impact Assessment

Protected characteristic	Potential Impact	Additional details	Mitigation
		A potential positive impact would be to decorate the routes during Pride month and foster good relations at all times.	
<b>Marital status/civil partnership</b>			
	Unsure	This is not a protected characteristic under the Equality Act 2010 but relates to employment law. It is assumed that Surrey County Council staff will use the routes and so it is important to collect data for this characteristic and understand whether there are any perceived barriers that need to be addressed.	
<p><b>Socio/economic</b></p> <p>The Proposed Scheme lies within five LSOAs: Guildford 008A, Guildford 008B, Guildford 011A, Guildford 011C, Guildford 013A: The Proposed Scheme is located in a relatively affluent area with low levels of deprivation and limited difference in deprivation levels between the affected LSOAs. This means that people living and working within the area are likely to use and uptake the Proposed Scheme in similar ways.</p> <p>There are unlikely to be disproportionate impacts on poorer households during construction.</p> <p>There are likely to be benefits during operation. Although the Proposed Scheme lies within the 10% least deprived neighbourhoods in the country, majority of the Proposed Scheme (Guildford 008A, 011A, 011C and 013A) lies within the domain “Living Environment Deprivation” which are within 50% most deprived neighbourhoods in the country. Poorer households are much less likely to have access to private vehicles, and therefore have an existing dependence on the walking and cycle network, for education, employment or access to facilities. The Proposed Scheme can provide an improved connection for all road users along the length of the Proposed Scheme, which may benefit this user group during operation.</p>			

Protected characteristic	Potential Impact	Additional details	Mitigation
	Positive	There is the positive impact that use of the routes would be free to use and they would therefore increase the potential for people with low economic status to increase their activity levels. Statistics show that people who live in area with low indices of multiple deprivation have poorer health outcomes	
<p><b>Other vulnerable groups as recognised by Surrey County Council</b></p>			
<p>In Surrey, of the 972,515 usual residents aged 16 years and over, 589,529 residents were in employment (60.6%), 28,023 residents were unemployed (2.9%), and 354,961 residents were economically inactive (36.5%). The economically active population included people who were put on furlough at the time of Census 2021, who were considered to be temporarily away from work.</p>			
<p>At the time of the 2021 Census, there were 32,596 residents of Surrey who had previously served in the armed forces which represented 3.4 percent of the Surrey population aged 16 and over. Around every 1 in 40 Surrey residents aged 16 or over were veterans of the regular UK armed forces (2.4%, representing 23,769 persons). <a href="#">Census 2021: UK Armed Forces Veterans   Surrey-i (surreyi.gov.uk)</a></p>			
<p>At the time of the 2021 Census, 90,497 residents reported that they provided unpaid care (8.0% of usual residents). <a href="#">2021 Census: Unpaid Care   Surrey-i (surreyi.gov.uk)</a> The largest groups within unpaid carers were residents who provided 9 hours or less unpaid care a week (3.5% of the usual population, representing 39,968 residents) and residents who provided 50 or more hours of unpaid care a week (2.1% of the usual population, representing 23,469 residents).</p>			
<ul style="list-style-type: none"> <li>Members/Ex members of armed forces</li> <li>Adult and young carers*</li> <li>Those experiencing digital exclusion*</li> </ul>	Unknown	There is the potential that some of these group of people may use the well lit routes as a place of safety or to use during the day or evening as a place of	Engagement with these groups or their representatives should be undertaken to understand their views of the proposals and any barriers to access or ideas for mitigations.

# Equality Impact Assessment

Protected characteristic	Potential Impact	Additional details	Mitigation
<ul style="list-style-type: none"> <li>• Those experiencing domestic abuse*</li> <li>• Those with education/training (literacy) needs</li> <li>• Those experiencing homelessness*</li> <li>• Looked after children/Care leavers*</li> <li>• Those experiencing socioeconomic disadvantage*</li> <li>• Out of work young people*</li> <li>• Adults with learning disabilities and/or autism*</li> <li>• People with drug or alcohol use issues*</li> <li>• People on probation</li> <li>• People in prison</li> <li>• Migrants, refugees, asylum seekers</li> <li>• Sex workers</li> <li>• Children with Special educational needs and disabilities*</li> </ul>		<p>refuge. It will be important to design in and monitor deterrents and protection strategies to ensure that the routes are not frequented for sex work, unemployment, drug and alcohol misuse, gangs, criminality or for homeless people to seek shelter. An integrated plan for the safety of the routes should be co-produced with potential users and council services established to support these groups of people.</p>	

Protected characteristic	Potential Impact	Additional details	Mitigation
<ul style="list-style-type: none"> <li>• Adults with long term health conditions, disabilities (including SMI) and/or sensory impairment(s)*</li> <li>• Older People in care homes*</li> <li>• Gypsy, Roma and Traveller communities*</li> </ul>			

## 4. Recommendations

### Next Steps

This version of the EIA has been undertaken as a desktop exercise based on the data and information available. It is vital that the next iteration of this dynamic and evolving assessment incorporates insight from people from the potentially affected groups and stakeholders including local businesses and local voices and support groups enabled by the community, voluntary and faith sector.

This initial EIA suggests that the following groups may be more affected by the proposals:

- older people,
- young people,
- people with mobility impairment
- disability such as visual and sensory impairment

There should be further revisions of the EIA at the following key stages:-

### Stage 2. Engagement

Based on the open source data available, it is recommended to test and validate the potential impact on staff, community groups and key stakeholders to gain insight into their perceived benefits and disadvantages of the proposed routes, any barriers to access that may arise due to their protected characteristic or group and any mitigations or adjustments that should be considered when developing the routes.

## 5. Action plan and monitoring arrangements

Insert your action plan here, based on the mitigations recommended.

Involve you Assessment Team in monitoring progress against the actions above.

Item	Initiation Date	Action/Item	Person Actioning	Target Completion Date	Update/Notes	Open/ Closed
1						
2						
3						

## 6a. Version control

Version Number	Purpose/Change	Author	Date
1-3	Initial Equality Impact Assessment Amendments made as more data and insight was provided about the scheme to complete this initial desktop based assessment	Anna Collins	30/08/23

The above provides historical data about each update made to the Equality Impact Assessment.

Please include the name of the author, date and notes about changes made – so that you can refer to what changes have been made throughout this iterative process.

## 6b. Approval

Secure approval from the appropriate level of management based on nature of issue and scale of change being assessed.

Approved by	Date approved
Cabinet Member	15th September 2023

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