

General Equality Impact Assessment (EIA) Form

Support:

An [EIA toolkit](#), [workshop content](#), and guidance for completing an [Equality Impact Assessment \(EIA\) form](#) are available on the [EIA page](#) of the [EDI Internal Hub](#). Please read these before completing this form.

For enquiries and further support if the toolkit and guidance do not answer your questions, contact your Equality, Diversity, and Inclusion (EDI) Business Partner as follows:

- Economy, Environment and Culture (EEC) – [Chris Brown](#),
- Families, Children, and Learning (FCL) – [Jamarl Billy](#),
- Governance, People, and Resources (GPR) – [Eric Page](#).
- Health and Adult Social Care (HASC) – [Zofia Danin](#),
- Housing, Neighbourhoods, and Communities (HNC) – [Jamarl Billy](#)

Processing Time:

- EIAs can take up to 10 business days to approve after a completed EIA of a good standard is submitted to the EDI Business Partner. This is not considering unknown and unplanned impacts of capacity, resource constraints, and work pressures on the EDI team at the time your EIA is submitted.
- If your request is urgent, we can explore support exceptionally on request.
- We encourage improved planning and thinking around EIAs to avoid urgent turnarounds as these make EIAs riskier, limiting, and blind spots may remain unaddressed for the 'activity' you are assessing.

Process:

- Once fully completed, submit your EIA to your EDI Business Partner, copying in your Head of Service, Business Improvement Manager (if one exists in your directorate), Equalities inbox, and any other relevant service colleagues to enable EIA communication, tracking and saving.
- When your EIA is reviewed, discussed, and then approved, the EDI Business Partner will assign a reference to it and send the approved EIA form back to you with the EDI Manager or Head of Communities, Equality, and Third Sector (CETS) Service's approval as appropriate.
- Only approved EIAs are to be attached to Committee reports. Unapproved EIAs are invalid.

1. Assessment details

Throughout this form, 'activity' is used to refer to many different types of proposals being assessed.

Read the [EIA toolkit](#) for more information.

Name of activity or proposal being assessed:	A259 Active Travel Scheme Hove & Portslade
Directorate:	City Services
Service:	City Transport
Team:	Transport Projects & Engineering

Is this a new or existing activity?	New
Are there related EIAs that could help inform this EIA? Yes or No (If Yes, please use this to inform this assessment)	Yes – A259 – Walking, Cycling and Accessibility Improvements (phase 2) – 2021 <i>(this was the EIA carried out for the original iteration of the scheme, but the designs have substantially changed as Members wanted it built to a higher specification whilst not removing vehicle lanes where possible)</i>

2. Contributors to the assessment (Name and Job title)

Responsible Lead Officer:	Jasmin Barnicoat, Senior Project Manager
Accountable Manager:	Tracy Beverley, Transport Capital Programme Manager
Additional stakeholders collaborating or contributing to this assessment:	

3. About the activity

Briefly describe the purpose of the activity being assessed:

To install a new bi-directional cycle lane on the south side of the A259 between Fourth Ave, Hove and the western city boundary that is fully kerbed and separated from the footway and carriageway.

As part of this work, signalled pedestrian crossings along the route will be made accessible and 2 new crossings will be installed.

The parking and bus stops along this route will become floated to allow for the cycle lane installation.

What are the desired outcomes of the activity?

To increase the numbers of residents, visitors and commuters to the City travelling actively whilst also keeping them safe as they cycle. By providing a high specification strategic cycle route connecting to the adjacent county and to some key areas of interest (Hove Beach Park and King Alfred Leisure Centre) this should increase those numbers.

Which key groups of people do you think are likely to be affected by the activity?

Positive impact for disabled people, age (young and elderly), carers and pregnant people, maternity, paternity, adoption.

Negative impact for those with disabilities, age (young and elderly), carers and pregnant people, maternity, paternity, adoption.

4. Consultation and engagement

What consultations or engagement activities have already happened that you can use to inform this assessment?

- For example, relevant stakeholders, groups, people from within the council and externally consulted and engaged on this assessment. **If no consultation** has been done or it is not enough or in process – state this and describe your plans to address any gaps.

The scheme in its previous iteration was consulted on a few times and an audit was carried out by Possability People.

For this version of the scheme, we will engage with some key disability groups (Possability People, the Thomas Pocklington Trust and Badge) on the draft designs before going out to public consultation. We will contact them offering a meeting to talk through the design proposals and seek their feedback. If appropriate, we will also offer to meet them on site to move through the plans and talk through any concerns they might have.

The consultation will involve emails to key internal and external stakeholders including members of the Transport Partnership, and local equalities groups for disability, age etc., making them aware the consultation is live and encouraging them to give their feedback. The consultation will be run on the Your Voice platform and will be promoted on social media by the council and partners. Residents directly affected will be sent a leaflet and wider affected residents will be sent a postcard. Two in person exhibitions will also be arranged on the route of the proposed scheme. As the consultation is promoted, we will also be making people aware of the alternative formats they can receive the consultation materials, including hard copies.

A list of stakeholders who will be sent information about the consultation directly, has been populated using the master transport stakeholder list. Some of the groups identified are: Guide Dogs, Carers Centre, Pedal People, B&H Older People's Council, Age UK, B&H Youth Council, Mind in B&H and many more.

This EIA will be updated with consultation and engagement results when they are available.

5. Current data and impact monitoring

Do you currently collect and analyse the following data to enable monitoring of the impact of this activity? Consider all possible intersections.

(State Yes, No, Not Applicable as appropriate)

Age	NO
Disability and inclusive adjustments, coverage under equality act and not	NO
Ethnicity, 'Race', ethnic heritage (including Gypsy, Roma, Travellers)	Not applicable
Religion, Belief, Spirituality, Faith, or Atheism	Not applicable
Gender Identity and Sex (including non-binary and Intersex people)	Not applicable
Gender Reassignment	Not applicable
Sexual Orientation	Not applicable
Marriage and Civil Partnership	Not applicable

Pregnant people, Maternity, Paternity, Adoption, Menopause, (In)fertility (across the gender spectrum)	NO
Armed Forces Personnel, their families, and Veterans	Not applicable
Expatriates, Migrants, Asylum Seekers, and Refugees	Not applicable
Carers	NO
Looked after children, Care Leavers, Care and fostering experienced people	Not applicable
Domestic and/or Sexual Abuse and Violence Survivors, and people in vulnerable situations (All aspects and intersections)	Not applicable
Socio-economic Disadvantage	NO
Homelessness and associated risk and vulnerability	Not applicable
Human Rights	Not applicable
Another relevant group (please specify here and add additional rows as needed)	Not applicable

Additional relevant groups that may be widely disadvantaged and have intersecting experiences that create exclusion and systemic barriers may include:

- Ex-offenders and people with unrelated convictions
- Lone parents
- People experiencing homelessness
- People facing literacy, numeracy and /or digital barriers
- People on a low income and people living in the most deprived areas
- People who have experienced female genital mutilation (FGM)
- People who have experienced human trafficking or modern slavery
- People with experience of or living with addiction and/ or a substance use disorder (SUD)
- Sex workers

If you answered “NO” to any of the above, how will you gather this data to enable improved monitoring of impact for this activity?

We do not currently collect equalities data from cyclists, pedestrians, residents or road users in the impacted area. However, we will monitor impacts through the methods outlined below.

What are the arrangements you and your service have for monitoring, and reviewing the impact of this activity?

We will encourage and monitor impact through feedback received via Your Voice / emails, complaints and concerns, stakeholder meetings (Transport Partnership, disability groups and local residential groups). We will also have cameras in place to monitor vehicle, cyclist and pedestrian numbers at key locations along the route to understand the impact of the new infrastructure on these movements.

6. Impacts

Advisory Note:

- **Impact:**
 - Assessing disproportionate impact means understanding potential negative impact (that may cause direct or indirect discrimination), and then assessing the relevance (that is: the

potential effect of your activity on people with protected characteristics) and proportionality (that is: how strong the effect is).

- These impacts should be identified in the EIA and then re-visited regularly as you review the EIA every 12 to 18 months as applicable to the duration of your activity.
- **SMART Actions mean:** Actions that are (SMART = Specific, Measurable, Achievable, Realistic, T = Time-bound)
- **Cumulative Assessment:** If there is impact on all groups equally, complete **only** the cumulative assessment section.
- **Data analysis and Insights:**
 - In each protected characteristic or group, in answer to the question ‘If “YES”, what are the positive and negative disproportionate impacts?’, describe what you have learnt from your data analysis about disproportionate impacts, stating relevant insights and data sources.
 - Find and use contextual and wide ranges of data analysis (including community feedback) to describe what the disproportionate positive and negative impacts are on different, and intersecting populations impacted by your activity, especially considering for [Health inequalities](#), review guidance and inter-related impacts, and the impact of various identities.
 - For example: If you are doing road works or closures in a particular street or ward – look at a variety of data and do so from various protected characteristic lenses. Understand and analyse what that means for your project and its impact on different types of people, residents, family types and so on. State your understanding of impact in both effect of impact and strength of that effect on those impacted.
- **Data Sources:**
 - **Consider a wide range (including but not limited to):**
 - [Census](#) and [local intelligence data](#)
 - Service specific data
 - Community consultations
 - Insights from customer feedback including complaints and survey results
 - Lived experiences and qualitative data
 - [Joint Strategic Needs Assessment \(JSNA\) data](#)
 - [Health Inequalities data](#)
 - Good practice research
 - National data and reports relevant to the service
 - Workforce, leaver, and recruitment data, surveys, insights
 - Feedback from internal ‘staff as residents’ consultations
 - Insights, gaps, and data analyses on intersectionality, accessibility, sustainability requirements, and impacts.
 - Insights, gaps, and data analyses on ‘who’ the most intersectionally marginalised and excluded under-represented people and communities are in the context of this EIA.
- Learn more about the [Equality Act 2010](#) and about our [Public Sector Equality Duty](#).

6.1 Age

Does your analysis indicate a disproportionate impact relating to any particular Age group? For example: those under 16, young adults, with other intersections.	YES
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If “YES”, what are the positive and negative disproportionate impacts?

Please share relevant insights from data and engagement to show how conclusions about impact have been shaped. Include relevant data sources or references.

The cycle lane will provide an off road and off pavement safe cycle route which will have a positive impact for all age groups, particularly more vulnerable age groups to reach some key locations in the city including the seafront, the King Alfred Centre, Hove Beach Park and the pump track. A safer environment encourages Active Travel, promoting wellbeing and increased positive health outcomes, including for those with limited mobility and other access requirements.

In addition, with the better alignment of signalled crossing points and 2 additional signalled crossing points, this will provide a safer crossing environment for the vulnerable age groups to enable them to walk more easily, safely and independently. The addition of pedestrian crossing build outs will reduce the distance required for pedestrians to cross which will also make the environment safer for pedestrians of vulnerable ages who may not be able to cross a road quickly.

Having the bus stops floated out from the kerb will provide a positive impact as it means the buses do not need to turn into a space but stop flush with the kerb line making it easier for passengers to disembark.

The negative impacts of the scheme are that pedestrians will need to cross the cycle lane to reach the pavement and/or signalled carriageway crossings. It is imperative they are designed in a way to indicate to cyclists where the pedestrian has priority.

During the construction phases of the scheme, it will be important to ensure alternative safe road crossing locations are identified, access is maintained to the key locations on the route that people will be visiting and that we communicate any bus stop and parking suspensions in good time. We also need to ensure there is a safe cycling route alternative during construction for those that use the cycle lane already in place.

There are 10 nursing / care homes in the immediate vicinity of the route of the scheme. In addition, the scheme will run through Wish ward which has a higher population aged under 16 (20.25%) than Brighton & Hove (15.06%) and England (18.56%) (source: Census 2021).

6.2 Disability:

Does your analysis indicate a disproportionate impact relating to Disability , considering our anticipatory duty ?	YES
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If “YES”, what are the positive and negative disproportionate impacts?

Please share relevant insights from data and engagement to show how conclusions about impact have been shaped. Include relevant data sources or references.

This scheme will provide a positive impact, as currently the cycle lane section between Hove St and Wharf Rd is adjacent to the pavement with just a white line separating them, which means those with sight loss might find themselves inadvertently in the cycle lane. In addition, when exiting side entrances to the seafront, pedestrians currently have to cross the current cycle lane with no safety features in place. This will change with the revised layout of the cycle lane.

The cycle lane will also provide a safe space for those with a variety of abilities to use a bike including those with disabilities. Because of the width of the cycle lane, it will comfortably

accommodate adapted cycles. In addition, we are planning to install some cargo bike / adapted bike parking at key locations (Hove Lagoon being one).

We commit to working in alignment with BHCC's Accessible City Strategy's vision and aims.

We will be ensuring we install kerb lines, dropped kerbs with tactiles, identifiable crossing points such as zebras and push button crossings that guide dogs can recognise. A consistent approach across the city to infrastructure can help blind and partially sighted people navigate streets and public spaces. Footways and crossings must be of adequate width and design to facilitate safe access in line with national guidance.

In addition, with the better alignment of signalled crossing points and 2 additional signalled crossing points, this will provide a safer crossing environment for disabled users to enable them to walk more easily, safely and independently. The addition of pedestrian crossing build outs will reduce the distance required for pedestrians to cross which will also make the environment safer for pedestrians of a vulnerable ages who may not be able to cross a road quickly.

Having the bus stops floated out from the kerb will provide a positive impact as it means the buses do not need to turn into a space but stop flush with the kerb line making it easier for passengers to disembark.

The negative impacts of the scheme are that pedestrians will need to cross the cycle lane to reach the pavement, signalled carriageway crossings and/or bus stops. It is imperative they are designed in a way to indicate to cyclists where the pedestrian has priority and for those with sight loss to be able to find and use those crossing points. The authority has received feedback on similar bus stops in the City which we are reviewing. In addition, we have reviewed (and will continue to review) research papers from disability organisations (e.g. UCL commissioned research paper, 'Designing for Inclusion' by Guide Dogs, Sept 2024) and national guidance (DfT's 'Cycle infrastructure design (LTN 1/20), July 2020), (DfT's Local Transport Note 1/24: Bus User Priority, March 2024), (DfT's Inclusive Mobility Guide to Best Practice on Access to Pedestrian and Transport Infrastructure, Dec 2021).

During the construction phases of the scheme, it will be important to ensure alternative safe road crossing locations are identified, access is maintained to the key locations on the route that people will be visiting and that we communicate any bus stop and parking suspensions in good time. In addition, if existing disabled bays are removed for temporary / permanent transport measures, alternative provision should be made if needed. We also need to ensure there is a safe cycling route alternative during construction for those that use the cycle lane already in place.

Blue badge parking is needed as close as possible to healthcare and other facilities and as part of the scheme, locations for additional disabled bays will be identified.

Step free access and Copenhagen crossings support residents who are wheeling, scooting or have a pushchair or buggy, but can be hard to navigate for the blind or partially sighted.

It is important to consider that the scheme will run through the South Portslade ward where the number of disabled people under the equality act and whose day to day activities are limited a lot is 8.01% which is higher than across Brighton & Hove (7.34%) and higher than England (7.33%) (Source: Census 2021).

What [inclusive adjustments](#) are you making for diverse disabled people impacted? For example: D/deaf, deafened, hard of hearing, blind, neurodivergent people, those with non-visible disabilities, and with access requirements that may not identify as disabled or meet the legal definition of disability, and have various intersections (Black and disabled, LGBTQIA+ and disabled).

Engage in an accessible way with relevant local groups including Grace Eyre, Thomas Pocklington Trust and Possibility People to ensure accessibility needs are considered fully and encourage feedback on the scheme. This is especially important for the locations where cycle lane and footpath intersect and where there are locations pedestrians will be required to cross the cycle lane.

Share information about changes and works being undertaken with local representative groups for wider dissemination.

Offer on-site walk through meetings if necessary to get feedback.

Engaging with organisations such as BADGE about impact on accessible parking spaces including blue badge bays.

Increase step-free access and avoid or reduce, as far as possible, any physical barriers as part of crossing improvements that would create accessibility issues.

Information about the transport changes should be clear, accessible and available in a range of formats. Information shared publicly about the temporary changes must be accessible and inclusive, as well as the mechanisms for feeding back views.

6.3 Ethnicity, 'Race', ethnic heritage (including Gypsy, Roma, Travellers):

Does your analysis indicate a disproportionate impact relating to ethnicity?	YES
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If "YES", what are the positive and negative disproportionate impacts?

Please share relevant insights from data and engagement to show how conclusions about impact have been shaped. Include relevant data sources or references.

As the default communication will be in English, there may be potential issues with communicating the scheme consultation and construction to people with English as an additional language.

We will make sure the consultation is accessible with alternative language options and any signage used during construction is clear to those who may not be able to read English.

6.4 Religion, Belief, Spirituality, Faith, or Atheism:

Does your analysis indicate a disproportionate impact relating to Religion, Belief, Spirituality, Faith, or Atheism?	NO
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If "YES", what are the positive and negative disproportionate impacts?

Please share relevant insights from data and engagement to show how conclusions about impact have been shaped. Include relevant data sources or references.

No disproportionate negative impacts identified for this group at this time.

6.5 Gender Identity and Sex:

Does your analysis indicate a disproportionate impact relating to [Gender Identity](#) and [Sex](#) (including non-binary and intersex people)?

NO

If “YES”, what are the positive and negative disproportionate impacts?

Please share relevant insights from data and engagement to show how conclusions about impact have been shaped. Include relevant data sources or references.

No disproportionate negative impacts identified for this group at this time.

6.6 Gender Reassignment:

Does your analysis indicate a disproportionate impact relating to [Gender Reassignment](#)?

NO

If “YES”, what are the positive and negative disproportionate impacts?

Please share relevant insights from data and engagement to show how conclusions about impact have been shaped. Include relevant data sources or references.

No disproportionate negative impacts identified for this group at this time.

6.7 Sexual Orientation:

Does your analysis indicate a disproportionate impact relating to [Sexual Orientation](#)?

NO

If “YES”, what are the positive and negative disproportionate impacts?

Please share relevant insights from data and engagement to show how conclusions about impact have been shaped. Include relevant data sources or references.

No disproportionate negative impacts identified for this group at this time.

6.8 Marriage and Civil Partnership:

Does your analysis indicate a disproportionate impact relating to [Marriage and Civil Partnership](#)?

NO

If “YES”, what are the positive and negative disproportionate impacts?

Please share relevant insights from data and engagement to show how conclusions about impact have been shaped. Include relevant data sources or references.

No disproportionate negative impacts identified for this group at this time.

6.9 Pregnant people, Maternity, Paternity, Adoption, Menopause, (In)fertility (across the gender spectrum):

Does your analysis indicate a disproportionate impact relating to Pregnant people, Maternity, Paternity, Adoption, Menopause, (In)fertility (across the gender spectrum)?	YES
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If “YES”, what are the positive and negative disproportionate impacts?

Please share relevant insights from data and engagement to show how conclusions about impact have been shaped. Include relevant data sources or references.

This scheme will provide a positive impact, as currently the cycle lane section between Hove St and Wharf Rd is adjacent to the pavement with just a white line separating them, this means young children might find themselves inadvertently in the cycle lane. In addition, when exiting side entrances to the seafront, pedestrians have to cross the current cycle lane with no safety features in place. This will change with the revised layout of the cycle lane. This is especially important as the cycle lane runs adjacent to the Hove Lagoon park, beach entrances and the new pump track.

We will ensure changes are designed with all types of family travel in mind, e.g. space for double buggy. Footway widths, dropped kerbs and tactiles will all be considered to make it easier for parents and carers. We will also increase step-free access and Copenhagen crossings and avoid or reduce, as far as possible, any physical barriers as part of crossing improvements that would create accessibility issues.

In addition, with the better alignment of signalled crossing points and 2 additional signalled crossing points, this will provide a safer crossing environment for users to enable them to walk more easily and safely. The addition of pedestrian crossing build outs will reduce the distance required for pedestrians to cross which will also make the environment safer for pedestrians with disabilities who may not be able to cross a road quickly.

Having the bus stops floated out from the kerb will provide a positive impact as it means the buses do not need to turn into a space, but stop flush with the kerb line making it easier for passengers to disembark.

A significant number of people may need / choose to travel as part of a family unit. Obstructions, poor quality footways and crossings, and inaccessible walking infrastructure may discourage family units from travelling actively and present safety concerns.

The negative impacts of the scheme are that pedestrians will need to cross the cycle lane to reach the pavement, signalled carriageway crossings and/or bus stops. It is imperative they are designed in a way to indicate to cyclists where the pedestrian has priority.

During the construction phases of the scheme, it will be important to ensure alternative safe road crossing locations are identified, access is maintained to the key locations on the route that people will be visiting and that we communicate any bus stop and parking suspensions in good time. We also need to ensure there is a safe cycling route alternative during construction for those that use the cycle lane already in place.

The scheme will run through Wish ward which has a higher population aged under 16 (20.25%) than Brighton & Hove (15.06%) and England (18.56%) (source: Census 2021).

6.10 Armed Forces Personnel, their families, and Veterans:

Does your analysis indicate a disproportionate impact relating to Armed Forces Members and Veterans?	NO
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If “YES”, what are the positive and negative disproportionate impacts?

Please share relevant insights from data and engagement to show how conclusions about impact have been shaped. Include relevant data sources or references.

No disproportionate negative impacts identified for this group at this time.

6.11 Expatriates, Migrants, Asylum Seekers, and Refugees:

Does your analysis indicate a disproportionate impact relating to Expatriates, Migrants, Asylum seekers, Refugees, those New to the UK, and UK visa or assigned legal status? (Especially considering for age, ethnicity, language, and various intersections)	NO
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If “YES”, what are the positive and negative disproportionate impacts?

Please share relevant insights from data and engagement to show how conclusions about impact have been shaped. Include relevant data sources or references.

No disproportionate negative impacts identified for this group at this time.

6.12 [Carers](#):

Does your analysis indicate a disproportionate impact relating to Carers (Especially considering for age, ethnicity, language, and various intersections).	YES
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If “YES”, what are the positive and negative disproportionate impacts?

Please share relevant insights from data and engagement to show how conclusions about impact have been shaped. Include relevant data sources or references.

This scheme will provide a positive impact for some people with caring responsibilities to assist them in navigating the environment with those they care for. Currently the cycle lane section between Hove St and Wharf Rd is adjacent to the pavement with just a white line separating them, this means those with sight loss might find themselves inadvertently in the cycle lane. In addition, when exiting side entrances to the seafront, pedestrians have to cross the current cycle lane with no safety features in place. This will change with the revised layout of the cycle lane.

The cycle lane will also provide a safe space for those with a variety of abilities to use a bike including those cycling with someone they are a carer for. Because of the width of the cycle

lane, it will comfortably accommodate adapted cycles. In addition, we are planning to install some cargo bike / adapted bike parking at key locations (Hove Lagoon being one).

We will be ensuring we install kerb lines, dropped kerbs with tactiles, identifiable crossing points such as zebras and push button crossings that guide dogs can recognise. A consistent approach across the city to infrastructure can help blind and partially sighted people navigate streets and public spaces. Footways and crossings must be of adequate width and design to facilitate safe access in line with national guidance. Step free access and Copenhagen crossings support pedestrians who may be with someone they are a carer for.

In addition, with the better alignment of signalled crossing points and 2 additional signalled crossing points, this will provide a safer crossing environment for disabled users to enable them to walk more easily, safely and independently. The addition of pedestrian crossing build outs will reduce the distance required for pedestrians to cross which will also make the environment safer for pedestrians with someone they are a carer for who may not be able to cross a road quickly.

Having the bus stops floated out from the kerb will provide a positive impact as it means the buses do not need to turn into a space but stop flush with the kerb line making it easier for passengers to disembark.

The negative impacts of the scheme are that pedestrians will need to cross the cycle lane to reach the pavement, signalled carriageway crossings and/or bus stops. It is imperative they are designed in a way to indicate to cyclists where the pedestrian has priority and for those with sight loss to be able to find and use those crossing points.

Blue badge parking is needed as close as possible to healthcare and other facilities and as part of the scheme, locations for additional disabled bays will be identified. In addition, if existing bays are removed for temporary / permanent transport measures, alternative provision should be made if needed.

There are 10 nursing / care homes in the immediate vicinity of the route of the scheme so assisting residents to visit the nearby seafront could happen often.

During the construction phases of the scheme, it will be important to ensure alternative safe road crossing locations are identified, access is maintained to the key locations on the route that people will be visiting and that we communicate any bus stop and parking suspensions in good time. In addition, if existing disabled bays are removed for temporary / permanent transport measures, alternative provision should be made if needed. We also need to ensure there is a safe cycling route alternative during construction for those that use the cycle lane already in place.

6.13 Looked after children, Care Leavers, Care and fostering experienced people:

Does your analysis indicate a disproportionate impact relating to Looked after children, Care Leavers, Care and fostering experienced children and adults (Especially considering for age, ethnicity, language, and various intersections).

Also consider our [Corporate Parenting Responsibility](#) in connection to your activity.

NO

If “YES”, what are the positive and negative disproportionate impacts?

Please share relevant insights from data and engagement to show how conclusions about impact have been shaped. Include relevant data sources or references.

No disproportionate negative impacts identified for this group at this time.

6.14 Homelessness:

Does your analysis indicate a disproportionate impact relating to people experiencing homelessness, and associated risk and vulnerability? (Especially considering for age, veteran, ethnicity, language, and various intersections)

NO

If “YES”, what are the positive and negative disproportionate impacts?

Please share relevant insights from data and engagement to show how conclusions about impact have been shaped. Include relevant data sources or references.

No disproportionate negative impacts identified for this group at this time.

6.15 Domestic and/or Sexual Abuse and Violence Survivors, people in vulnerable situations:

Does your analysis indicate a disproportionate impact relating to Domestic Abuse and Violence Survivors, and people in vulnerable situations (All aspects and intersections)?

NO

If “YES”, what are the positive and negative disproportionate impacts?

Please share relevant insights from data and engagement to show how conclusions about impact have been shaped. Include relevant data sources or references.

No disproportionate negative impacts identified for this group at this time.

6.16 Socio-economic Disadvantage:

Does your analysis indicate a disproportionate impact relating to Socio-economic Disadvantage? (Especially considering for age, disability, D/deaf/ blind, ethnicity, expatriate background, and various intersections)

YES

If “YES”, what are the positive and negative disproportionate impacts?

Please share relevant insights from data and engagement to show how conclusions about impact have been shaped. Include relevant data sources or references.

The cycle lane will provide an off road and off pavement safe cycle route which will have a positive impact for those with a socio-economic disadvantage and may use a bike to travel, to enable them to reach some key locations in the city including the seafront, the King Alfred Centre, Hove Beach Park and the pump track. They could also use it to safely access work and education. A safer environment encourages Active Travel, promoting wellbeing and increased

positive health outcomes, including for those with limited mobility and other access requirements.

The scheme would provide this safe access from South Portslade to the city centre. South Portslade has a higher than average proportion of working age people receiving benefits for unemployment (4.84% compared to 4.33% in Brighton & Hove and 4.36% across England) (Source: Department for Work and Pensions (DWP) (Aug-2024))

During the construction phases of the scheme, it will be important to ensure alternative safe road crossing locations are identified, access is maintained to the key locations on the route that people will be visiting and that we communicate any bus stop and parking suspensions in good time. We also need to ensure there is a safe cycling route alternative during construction for those that use the cycle lane already in place.

6.17 Human Rights:

Will your activity have a disproportionate impact relating to Human Rights?

NO

If “YES”, what are the positive and negative disproportionate impacts?

Please share relevant insights from data and engagement to show how conclusions about impact have been shaped. Include relevant data sources or references.

No disproportionate negative impacts identified for this group at this time.

6.18 Cumulative, multiple [intersectional](#), and complex impacts (including on additional relevant groups):

What cumulative or complex impacts might the activity have on people who are members of multiple Minoritised groups?

- For example: people belonging to the Gypsy, Roma, and/or Traveller community who are also disabled, LGBTQIA+, older disabled trans and non-binary people, older Black and Racially Minoritised disabled people of faith, young autistic people.
- Also consider wider disadvantaged and intersecting experiences that create exclusion and systemic barriers:
 - People experiencing homelessness
 - People on a low income and people living in the most deprived areas
 - People facing literacy, numeracy and/or digital barriers
 - Lone parents
 - People with experience of or living with addiction and/ or a substance use disorder (SUD)
 - Sex workers
 - Ex-offenders and people with unrelated convictions
 - People who have experienced female genital mutilation (FGM)
 - People who have experienced human trafficking or modern slavery

7. Action planning

What SMART actions will be taken to address the disproportionate and cumulative impacts you have identified?

- Summarise relevant SMART actions from your data insights and disproportionate impacts below for this assessment, listing appropriate activities per action as bullets. (This will help your Business Manager or Fair and Inclusive Action Plan (FIAP) Service representative to add these to the Directorate FIAP, discuss success measures and timelines with you, and monitor this EIA's progress as part of quarterly and regular internal and external auditing and monitoring)

1. Ensure we design and provide accessible and inclusive crossing places for pedestrians.

- Consider best practice and feedback when designing the floating bus stops
- Consider best practice and feedback when designing pedestrian crossing points
- Consider best practice and feedback when designing in locations where pedestrians and cyclists do come into contact

These actions will take place during the feasibility design stage, consultation stage and detailed design stage which will be up to Summer 2025. We will also keep these actions in mind during construction which will be from Winter 2025 onwards.

We will know we have been successful if we receive positive feedback from relevant user groups on the level of engagement and consideration given.

We will also know we have been successful if, when the scheme is constructed, we receive positive feedback from users navigating the new infrastructure.

2. Maintain safe access and routes during construction

- Ensure alternative safe road crossing locations are identified
- Access is maintained to the key locations on the route that people will be visiting
- We communicate any bus stop and parking suspensions in good time and using formats that are accessible and inclusive (e.g. for disabled people and those who cannot read English text).
- Alternative disabled bays provision should be made if existing bays are removed temporarily
- Ensure there is a safe cycling route alternative during construction for those that use the cycle lane already in place

These actions will take place during the construction stage which will be from Winter 2025 onwards.

We will know we have been successful if we receive positive feedback from relevant user groups on the level of engagement and consideration given.

Which action plans will the identified actions be transferred to?

- For example: Team or Service Plan, Local Implementation Plan, a project plan related to this EIA, FIAP (Fair and Inclusive Action Plan) – mandatory noting of the EIA on the Directorate EIA Tracker to enable monitoring of all equalities related actions identified in this EIA. This is done as part of FIAP performance reporting and auditing. Speak to your Directorate's Business Improvement Manager (if one exists for your Directorate) or to the Head of Service/ lead who enters actions and performance updates on FIAP and seek support from your Directorate's EDI Business Partner.

A project plan related to this EIA

8. Outcome of your assessment

What decision have you reached upon completing this Equality Impact Assessment? (Mark 'X' for any ONE option below)

Stop or pause the activity due to unmitigable disproportionate impacts because the evidence shows bias towards one or more groups.	
Adapt or change the activity to eliminate or mitigate disproportionate impacts and/or bias.	X
Proceed with the activity as currently planned – no disproportionate impacts have been identified, or impacts will be mitigated by specified SMART actions.	
Proceed with caution – disproportionate impacts have been identified but having considered all available options there are no other or proportionate ways to achieve the aim of the activity (for example, in extreme cases or where positive action is taken). Therefore, you are going to proceed with caution with this policy or practice knowing that it may favour some people less than others, providing justification for this decision.	

If your decision is to "Proceed with caution", please provide a reasoning for this:

Summarise your overall equality impact assessment recommendations to include in any committee papers to help guide and support councillor decision-making:

Overall the implementation of the cycle lane on the A259 between Fourth Avenue and the western city boundary will have positive effects for the following protected characteristics – age, disability, carers, socio-economic disadvantage and pregnant people, maternity, paternity, adoption. It will provide access to a safe space to use cycles, but also will improve and make safer the current locations where pedestrians come into contact with cyclists.

The pedestrian crossing points across the cycle lane to reach signalled carriageway crossings, floating bus stops and parking will have a negative effect on those with the protected characteristics of age, disability, carers and pregnant people, maternity, paternity, adoption. It is important their accessibility requirements are considered during the design and construction of the scheme and it is imperative it is designed in a way to indicate to cyclists where the pedestrian has priority.

The A259 Active Travel Scheme Hove & Portslade project team will continually work to ensure groups are aware of the project through clear communication and a wide-ranging public consultation.

9. Publication

All Equality Impact Assessments will be published. If you are recommending, and choosing not to publish your EIA, please provide a reason:

10. Directorate and Service Approval

Signatory:	Name and Job Title:	Date: DD-MMM-YY
Responsible Lead Officer:	Jasmin Barnicoat	21/10/2024
Accountable Manager:	Tracy Beverley	4/11/2024

Notes, relevant information, and requests (if any) from Responsible Lead Officer and Accountable Manager submitting this assessment:

EDI Review, Actions, and Approval:

Equality Impact Assessment sign-off

EIA Reference number assigned: City-Services-80-05-Nov-2024-EIA-A259-Active-Travel-Scheme-Hove-and-Portslade

For example, HNC##-25-Dec-23-EIA-Home-Energy-Saving-Landlord-Scheme

EDI Business Partner to cross-check against aims of the equality duty, public sector duty and our civic responsibilities the activity considers and refer to relevant internal checklists and guidance prior to recommending sign-off.

Once the EDI Business Partner has considered the equalities impact to provide first level approval for by those submitting the EIA, they will get the EIA signed off and sent to the requester copying the Head of Service, Business Improvement Manager, [Equalities inbox](#), any other service colleagues as appropriate to enable EIA tracking, accountability, and saving for publishing.

Signatory:	Name:	Date: DD-MMM-YY
EDI Business Partner:	Chris Brown	05-Nov-2024
EDI Manager:	Sabah Holmes	06-Nov-2024
Head of Communities, Equality, and Third Sector (CETS) Service: (For Budget EIAs/ in absence of EDI Manager/ as final approver)		

Notes and recommendations from EDI Business Partner reviewing this assessment:

Notes and recommendations (if any) from EDI Manager reviewing this assessment:

Notes and recommendations (if any) from Head of CETS Service reviewing this assessment: