

Equality Impact Assessment Form



Section 1 - What is the policy or activity trying to achieve?	
Describe the policy/strategy/procedure/function which is the subject of this impact assessment.	Guildford-Godalming Greenway (Greenway crossing of the Godalming Lammas Lands vs. current A3100 road route)
Name and telephone number of officer completing assessment	Thomas Lankester, 3567
Date completed	15/12/2022
What outcomes are wanted from this policy/activity, what are you trying to achieve? Selection of route of the Guildford to Godalming Greenway into Godalming town centre	
Who is affected by this policy/activity?	Pedestrians, cyclists (normal and diversity), mobility users
Who are the main people involved in this activity?	Waverley Executive Head for Environment: Chris Wheeler, Sustainable Transport Officer: Thomas Lankester Greenspace Team Lead: Matt Lank,
Is the responsibility for the proposed policy/activity shared with another department, authority or organisation? If so, what responsibility and with whom is it shared?	SCC Transport Planning – project lead authority, route detailed design and delivery WBC Greenspace Team for aspects of land management Planning and Economic development for conservation and economic development aspects
Section 2 - Information Gathering and Consulting Stakeholders	
Do you have any monitoring data available on the number of people (from protected characteristic groups) who are using or are potentially impacted upon by your policy/activity?	Census 2011 data formed the basis for the gender equality impact modelling. The same base data informed the assessment of impact on enhanced mobility inclusion.
If monitoring has NOT been undertaken or information is not available, specify the arrangement you intend to make; if not please give a reason for your decision.	
What research or consultation has been undertaken to understand the impacts of the strategy/policy/procedure/project/function?	<ul style="list-style-type: none"> • A public consultation on route options was conducted over a 6-week period in October – November 2021. • Propensity to Cycle Tool (PCT) modelling was used to explore both enhanced mobility inclusion and gender equality.

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| | <ul style="list-style-type: none">• Research included review papers by Sustrans (Inclusive city cycling. Women: reducing the gender gap, 2018), CyclingUK (Why don't more women cycle? 2017), Pucher and Buehler (Making Cycling Irresistible, 2008).• The Department for Transport's Route Selection Tool was employed to determine and score the route options based on 5 key outcomes, including safety and comfort level of users.• Department for Transport road traffic counts for the A3100. |
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Section 3 – Assess the Impact on Protected Characteristic Groups

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Sex				
	Positive impact (it could benefit)	Neutral	Negative impact (it could disadvantage)	Additional Comments
Women	<p>In the UK, women make up under 30% of cycle trips compared to 45-55% of cycle journeys made by women in Denmark, Germany and the Netherlands.</p> <p>58% of inactive adults in the UK are women.</p> <p>The principal reason given by women for impeded mobility is safety.</p> <p>The proposed scheme will improve safety and priority for active travel users (especially cycling).</p>			<p>For the 2011 Census Waverley 007 Medium Level Super Output Area, PCT modelling found that gender equality reduces time lost to sick leave by 73 days.</p> <p>With gender equality at Dutch levels of cycle infrastructure, the benefit for women is even higher at a reduction of 154 days sick leave.</p>
Men	<p>Whilst the perception of safety deters men from cycling less than women, the improved safety and priority will encourage more men to cycle and be more physically active.</p>			<p>With gender equality at Dutch levels of cycle infrastructure, the overall benefit for men is reduces time lost to sick leave of 103 days</p>
Gender Reassignment				
	Positive impact (it could benefit)	Neutral	Negative impact (it could disadvantage)	Additional Comments
Transgendered Men/Women	<p>As above, transgender adults will generally benefit from safer, higher priority cycling and walking infrastructure.</p>			<p>The review of the epidemiological evidence on the effects for the Health Economic Assessment Tool (HEAT) found no obvious differences between the sexes in the effects on all-cause mortality.</p>

Race - The categories used in the Race section are those used in the 2001 census. Consideration should be given to the needs of specific communities within the broad categories.

	Positive impact (it could benefit)	Neutral	Negative impact (it could disadvantage)	Additional Comments
Asian		Yes		
Black		Yes		
Mixed race		Yes		
White		Yes		
Chinese		Yes		
Gypsy, Roma, Traveller		Yes		
Other racial or ethnic groups - specify		Yes		

Disability - Long term health impairment could include, mental health problems, asthma, heart conditions, chronic fatigue etc.

	Positive impact (it could benefit)	Neutral	Negative impact (it could disadvantage)	Additional Comments
Physical	A dedicated path away from the busy A3100 will improve the safety and priority of diversity cycle users and on-road (Class 3) mobility scooter users.		Shared use likely to make some mobility / wheelchair / diversity cycle users feel uncomfortable.	Potentially disadvantaged users could choose the existing A3100 footways.
Sensory			Shared use is likely to make some sensory impaired users feel uncomfortable.	Potentially disadvantaged users could choose the existing A3100 footways.
Learning			Shared use introduces a less well-ordered element and more complex interactions than on a standard footway.	Potentially disadvantaged users could choose the existing A3100 footways.
Long Term Health Impairment		Yes		
Mental health		Yes		

Sexual orientation

Heterosexuals, lesbians, gay men and bisexuals	Positive impact (it could benefit)	Neutral	Negative impact (it could disadvantage)	Additional Comments
		Yes		
Age				
	Positive impact (it could benefit)	Neutral	Negative impact (it could disadvantage)	Additional Comments
Older people	Generally, maintaining an active lifestyle is particularly important for the elderly. Those with knee problems and those no longer able to drive can benefit from cycling, maintaining independence and physical activity.		The off-carriageway option involves shared use which may make some older pedestrians feel move vulnerable or anxious. This concern was expressed at public consultation. Concerned users could continue using the existing A3100 footways.	Percentage of trips by cycle in countries with good infrastructure is far higher across all age groups but disproportionately more for the 65+ age group compared to the UK average.
Younger people and children	Enabling younger, less confident and less experienced people and older children to be more independent and increase physical activity through cycling and walking in a car-free environment.		Young children may find it harder to judge and negotiate the shared use space section associated with the off-carriageway option. Parents would still have the choice to use the existing A3100 footways.	
Religion or belief – Faith or belief groups cover a wide range of groupings, the most common of which are Buddhists, Christians, Hindus, Jews, Muslims, and Sikhs. Consider faith or belief categories individually and collectively when considering positive and negative impacts.				
Faith or belief groups	Positive impact (it could benefit)	Neutral	Negative impact (it could disadvantage)	Additional Comments
		Yes		
Pregnancy and Maternity				
	Positive impact (it could benefit)	Neutral	Negative impact (it could disadvantage)	Additional Comments
Pregnancy and Maternity	A safer environment, away from heavy traffic, should encourage more active travel and associated health benefits.			
Marriage and Civil Partnership				
	Positive impact (it could benefit)	Neutral	Negative impact (it could disadvantage)	Additional Comments

Marriage and Civil Partnership		Yes		
Other groups				
	Positive impact (it could benefit)	Neutral	Negative impact (it could disadvantage)	Additional Comments
Carers	A new greenway crossing of the Lammas Lands will increase travel options.			
Socio-economic disadvantage	Avoiding motor traffic will increase low-cost mobility for the socio-economically disadvantaged.			
<p>If you have indicated there is a potential negative impact on any group, are these intentional and of a high impact?</p> <p>Intended – i.e. can be justified in terms of legislation e.g. concessionary fares for over 60s Yes <input type="checkbox"/> No <input checked="" type="checkbox"/></p> <p>High Impact? – i.e. it is or may be discriminatory against some groups Yes <input type="checkbox"/> No <input checked="" type="checkbox"/></p> <p>If there are no potential negative impacts on any groups go to section 6</p>				

Section 4 - Consider Alternatives or Changes

Change - Explain how policy/activity has changed/needs to change	Reasons for the Change
<p>The creation of a greenway route across the Godalming Lammas Lands, away from heavy traffic on the A3100.</p>	<p>Currently, the route from Farncombe to Godalming via Bridge Road (A3100) is unsafe for cyclists and some mobility users and unpleasant for other pedestrian and mobility access. A greenspaces route, away from heavy traffic will encourage far more diverse and inclusive access to Godalming town centre. Such a route would particularly benefit the disabled, elderly, young and women who are disproportionately put off cycling by the lack of safe, quality infrastructure.</p> <p>Although some negative impacts of a shared use path are identified, any concerned users could choose to continue using the existing A3100 footways, without disadvantage.</p> <p>At public consultation, out of 977 respondents, 62% 'strongly supported' and 6% 'support' the creation of an off-road greenway link via the Lammas Lands. 25% 'strongly opposed' and '4% opposed' such a route.</p>

Section 5 - Action Planning

Issue	Action required	Officer	Timescale	Resource implications	Comment

Section 6 Sign off	Name	Date
Name of Assessor:	Thomas Lankester	
Signed off by:		
Name of Executive Head or Director		

Further guidance

If you need more advice and guidance, you may find the following sources useful:

- [Government Equality Office: Equality Act guidance](#)
- [Equality and Human Rights Commission; Public Sector Duty](#)
- [Equality and Human Rights Commission: *Protected Characteristics*](#)