

Equality, Diversity, Cohesion and Integration Impact Assessment

As a public authority we need to ensure that all our strategies, policies, service and functions, both current and proposed have given proper consideration to equality, diversity, cohesion and integration. In all appropriate instances we will need to carry out an equality, diversity, cohesion and integration impact assessment.

This form:

- can be used to prompt discussion when carrying out your impact assessment
- should be completed either during the assessment process or following completion of the assessment
- should include a brief explanation where a section is not applicable

Directorate: City Development	Service area: Highways and Transportation
Lead person: David Ellis	Contact number: 0113 3367859
Date of the equality, diversity, cohesion and integration impact assessment: 6 February 2024	

1. Title: CRSTS Leeds City Links scheme
Is this a:
<input type="checkbox"/> Strategy /Policy <input type="checkbox"/> Service / Function <input checked="" type="checkbox"/> Other
If other, please specify
Highway Scheme

2. Members of the assessment team:

Name	Organisation	Role on assessment team e.g. service user, manager of service, specialist
David Ellis	Principal Transport Planner	Project lead
Mark Philpot	Transport Engineering Manager	Project advisor
Frank Dawson	Graduate Transport Planner	Project support

3. Summary of strategy, policy, service or function that was assessed:

The Leeds City Links scheme is a highway scheme within the City Region Sustainable Transport Settlement. The scheme proposes changes the highway layout on two corridors in Leeds city centre to provide enhanced facilities for pedestrians and cycle users. The scheme reallocates carriageway space to provide cycle tracks, wider footways, enhanced pedestrian crossings. General traffic movements are largely unaffected by the scheme, but there are some restrictions.

4. Scope of the equality, diversity, cohesion and integration impact assessment
(complete - 4a. if you are assessing a strategy, policy or plan and 4b. if you are assessing a service, function or event)

4a. Strategy, policy or plan
(please tick the appropriate box below)

The vision and themes, objectives or outcomes	<input type="checkbox"/>
The vision and themes, objectives or outcomes and the supporting guidance	<input type="checkbox"/>
A specific section within the strategy, policy or plan	<input checked="" type="checkbox"/>

Please provide detail:

The Leeds City Links scheme is a highway scheme within the City Region Sustainable Transport Settlement. The scheme proposes changes the highway layout on two corridors in Leeds city centre to provide enhanced facilities for pedestrians and cycle users:

1. Northern corridor: Covering Merrion Street and Great George Street from the western end of Great George Street to New Briggate.
2. Southern corridor: Covering High Court, The Calls, Call Lane and Swinegate, from Kirkgate to Sovereign Street.

The scheme will involve the following sorts of interventions:

- Changes to road layouts, including changes to signalised and unsignalized junctions;
- Changes to the location and layout of pedestrian crossings;
- The creation of a one-way restriction on a section of the scope and new turning restrictions at two junctions;
- Changes to the width of the carriageway;
- Provision of segregated cycle tracks;
- Changes to the location of one bus stop;
- Changes to the provision of loading bays;
- Changes to the provision of pay-and-display parking; and
- Changes to the provision and the location of taxi ranks.

The scheme contributes to the implementation of the Connecting Leeds Transport Strategy and the Vision Zero Strategy by:

- reducing the dominance of motor vehicles in the scheme area and reducing motor vehicle speeds;
- making walking and cycling safer and more attractive as forms of transport and thereby increasing levels of walking and cycling in the city;
- making footways more accessible to all users; and
- ensuring bus reliability is not adversely affected and improved where possible.

4b. Service, function, event

please tick the appropriate box below

The whole service (including service provision and employment)	<input type="checkbox"/>
A specific part of the service (including service provision or employment or a specific section of the service)	<input type="checkbox"/>
Procuring of a service (by contract or grant) (please see equality assurance in procurement)	<input type="checkbox"/>
Please provide detail:	

5. Fact finding – what do we already know

Make a note here of all information you will be using to carry out this assessment. This could include: previous consultation, involvement, research, results from perception surveys, equality monitoring and customer/ staff feedback.

(priority should be given to equality, diversity, cohesion and integration related information)

Following the DfT’s announcement of funding for a public transport investment programme in Leeds, the city held a three-month Transport Conversation in Autumn 2016. This generated 8,169 questionnaire responses, (along with feedback from 100 workshops, meetings, and presentations). The results of the Transport Conversation were compiled into a report and show a potential differential impact on women, ethnically diverse communities, older people and disabled people.

As part of the development of the Leeds Public Transport Investment Programme schemes in 2017-2021, the City Square scheme in 2020-22 and the Station Gateway scheme in 2019-22, extensive engagement was undertaken with a wide range of groups, including

the Accessibility and Use-ability Group (AUAG), Disability and Wellbeing Network (DAWN), taxi representatives, ACL Advocacy Community Network, and RNIB. Leeds Involving People (LIP) were employed as a key partner organisation to help the Council to ensure that the voices of seldom heard groups were heard in the development of these schemes. Through their involvement, we have undertaken multiple Seldom Heard Group workshops. This engagement helped officers to understand the diverse needs of a wide range of groups which informed the development of the Leeds City Leeds scheme itself.

Since the delivery of these schemes, officers have engaged with the Leeds City Council Access officer and representatives of numerous groups representing disabled people to understand the user experience of the new infrastructure.

Public consultation for the Leeds City Links scheme itself took place in October and November 2023 and stakeholder engagement took place throughout 2023. This generated information about the impact of the scheme on different user groups and communities. Further details on this consultation and engagement is provided in the next section.

The following local and national guidance documents were used to inform the scheme:

- Department for Transport, Local Transport Note 1/20 (2020).
- Department for Transport, 'Inclusive Mobility: A Guide to Best Practice on Access and Pedestrian Infrastructure.' (2022)
- Living Streets, Inclusive Design at Continuous Footways (2022)

Due to the location of the proposals in Leeds city centre, there will potentially be impacts on all Leeds residents as well as visitors to the city. In terms of differential impacts, there are likely to be implications for disabled people, women, children, carers, and older people.

**Are there any gaps in equality and diversity information
Please provide detail:**

The information used to inform this EDCI was obtained from consultation and engagement, national guidance and standards documents, Combined Authority data and published peer reviewed research as well as stakeholder meetings. We are confident that understand how the scheme will affect the city's diverse communities.

Action required:

6. Wider involvement – have you involved groups of people who are most likely to be affected or interested

Yes

No

Please provide detail:

The public consultation included online engagement through the Commonplace platform, which had 14,452 visitors. Two in person engagement events were held to ensure the consultation was accessible to those who prefer face-to-face engagement or

cannot access the internet. The consultation survey, which could be filled in online or in person, had 2,182 responses. As part of the consultation 2276 letters were mailed directly to residents and businesses in the scheme scope who may be affected by the changes. Letters were also sent to stakeholder groups representing a range of organisations and communities. Social media was used to promote the consultation and face-to-face engagement work was undertaken with stakeholders.

The following measures were deployed to target under-represented groups in the consultation.

- Women:
 - Targeted social media advertising to women in Leeds
 - Targeted Google Ads to women in Leeds
 - Targeted Leeds List advertising to women in Leeds
 - Shared with Women's Voice Network
 - Information shared with parents and teachers through Leeds City Council nurseries
 - Banner advertising on the South Leeds Mumbler website during half-term holidays
- Ethnically diverse people:
 - Shared by the Race Equality Network
 - Shared by community committees in affected wards
 - Shared by community hubs on social media and digital screens displayed in all community hubs across Leeds
 - Shared with ward members
 - See above advertising towards women and residents (press coverage, South Leeds Mumbler)
- Younger people:
 - Paid campaign with Leeds List
 - Leeds+ Social coverage, especially Instagram
 - Younger demographic targeted through the use of Instagram (stats show this leans towards a younger demographic): two Leeds City Council Instagram Stories
 - Shared with university student unions
- Older people:
 - Content shared by Leeds Older People's Forum
 - Older demographic reached through use of Facebook (statistics show this leans towards an older audience)

A large number of stakeholder organisations, representing a wide range of groups, were consulted on the scheme. Several meetings were held at the request of stakeholders. The following is a select list of organisations with which we have engaged, with a focus on groups with protected characteristics, but it is not a comprehensive list of all stakeholders who were contacted.

- The bus operators;
- The emergency services;
- The Leeds City Council Disability and Wellness Network, which represents disabled staff at Leeds City Council;
- The Leeds City Council LGBT+ Network, which represents LGBT+ staff at Leeds City Council;

- The Leeds City Council Race Equality Network, which represents ethnically diverse staff at Leeds City Council;
- The Leeds City Council Super Families Network, which represent staff who are carers at Leeds City Council;
- The Disability Hub, which convenes groups representing disabled people in the community;
- The Access and Usability Group, which represents disabled people;
- Leeds University Disability Centre;
- The private hire trade;
- The hackney carriage trade;
- The Leeds Civic Trust;
- The Leeds Cycling Campaign;
- The Leeds BID, which represents city centre businesses;
- The Leeds Chamber of Commerce Transport Group;
- The Leeds Cathedral;
- Living Streets;
- Clean Air Alliance;
- Leeds Local Access Forum;
- National Federation of the Blind;
- The RNIB; and
- Leeds Society for Deaf and Blind People.

Action required:

Continue to develop a directory of stakeholder groups representing groups with protected characteristics. Update groups on progress as the scheme develops, especially during the construction phase.

7. Who may be affected by this activity?

please tick all relevant and significant equality characteristics, stakeholders and barriers that apply to your strategy, policy, service or function

Equality characteristics

<input checked="" type="checkbox"/>	Age	<input checked="" type="checkbox"/>	Carers	<input checked="" type="checkbox"/>	Disability
<input type="checkbox"/>	Gender reassignment	<input type="checkbox"/>	Race	<input type="checkbox"/>	Religion or Belief
<input checked="" type="checkbox"/>	Sex (male or female)	<input checked="" type="checkbox"/>	Sexual orientation		
<input type="checkbox"/>	Other				

(for example – marriage and civil partnership, pregnancy and maternity, social class, income, unemployment, residential location or family background, education or skills level)

Please specify:

Stakeholders

- | | | |
|--|---|---------------------------------------|
| <input checked="" type="checkbox"/> Services users | <input type="checkbox"/> Employees | <input type="checkbox"/> Trade Unions |
| <input checked="" type="checkbox"/> Partners | <input checked="" type="checkbox"/> Members | <input type="checkbox"/> Suppliers |
| <input type="checkbox"/> Other please specify | | |

Potential barriers.

- | | |
|--|--|
| <input checked="" type="checkbox"/> Built environment services | <input checked="" type="checkbox"/> Location of premises and |
| <input checked="" type="checkbox"/> Information and communication | <input checked="" type="checkbox"/> Customer care |
| <input checked="" type="checkbox"/> Timing | <input checked="" type="checkbox"/> Stereotypes and assumptions |
| <input checked="" type="checkbox"/> Cost | <input checked="" type="checkbox"/> Consultation and involvement |
| <input type="checkbox"/> specific barriers to the strategy, policy, services or function | |

Please specify

8. Positive and negative impact

Think about what you are assessing (scope), the fact-finding information, the potential positive and negative impact on equality characteristics, stakeholders and the effect of the barriers

8a. Positive impact:

The project is likely to have positive impacts on the following equality characteristics:

1. Disability and Age

These two characteristics face similar barriers to travel and in the built environment and therefore have been grouped together, as the benefits for both groups tend to overlap. As people age, their mobility can reduce; age can also compound impacts of any disability. Any differential impacts have been highlighted separately.

Narrow, busy footways, with street clutter have a disproportionately negative impact on disabled people. Sections of footway on Great George Street – especially west of Oxford Place and around the junctions with Calverley Street and Woodhouse Lane – will be widened by the scheme, which will improve accessibility to disabled people and enable appropriate provision for waiting bus passengers. Redundant street furniture will be removed across the scope, which will remove obstructions on the footway that create barriers and safety risks for disabled and elderly people. The removal of guardrail in various locations across the scheme extents will also increase the effective width of the footway and reduce the number of vertical obstructions on the footway.

Similarly, the narrow busy footways currently at several crossings within the scope of the scheme have a disproportionately negative impact on disabled and elderly people. The proposed improvements to the environment of these crossings (especially at the junctions of Great George Street and Woodhouse Lane, and Great George Street and Calverley Street) will have a significant positive impact on disabled and elderly people. Older people and their organisations have highlighted concerns over the timing of pedestrian crossings and how crossing long distances over wide multi-lane carriageways within junctions can cause anxiety especially where traffic is busy. Complex layouts of crossings (such as those that require users to negotiate an island and changes in direction) can present a barrier to blind and partially sighted people. At multi-stage of pedestrian crossings, where there is no 'all green' phase for pedestrians, it is not possible to provide an audible signal, which creates further problems for blind and partially sighted people. The scheme will replace multi-stage crossings at the junction of Woodhouse Lane and Great George Street with single-stage crossings.

The lack of a controlled crossing at the junction of Great George Street and Portland Street coupled with a complex junction layout in this location close to shops and the LGI, as well as the exceedingly wide junction mouth of Thoresby Place near the LGI entrance, has also been highlighted as a barrier to older people, disabled people, children and carers. The scheme will remove these barriers through a range of measures: making Great George Street one-way to simplify vehicle movements, widening footways, narrowing junction mouths (including Thoresby Place) and providing new controlled and uncontrolled crossing at the places where pedestrians wish to cross (including a controlled crossing at the end of Portland Street).

Refurbishment of the pavements in part of the scheme's scope (such as around the junctions of Great George Street and Woodhouse Lane and Great George Street and Calverley Street) will provide new, accessible, even surfaces, which will benefit white cane users, wheelchair and mobility scooter users and anyone with walking difficulties as they will minimise trip hazards, pain and discomfort experienced by some wheelchair users or white cane users on uneven surfaces. They will also minimise the effort required to propel manual wheelchair users. Options for extending the scope of footway refurbishment work by combining this scheme with funding from highways maintenance work are being actively considered to widen these benefits.

Additional seating will be provided as part of the scheme, ahead of the more substantial provision that will be implemented as part of the public realm improvements. The seating

provided in the highways scheme will create better resting places and reduce walking distances between seats – something older people and disabled people have requested.

Introduction of safe, segregated cycle provision across the scheme scope will make cycling more accessible to some disabled people and older people. The DfT's *Inclusive Transport Strategy* discusses the possibility of classifying cycles as a mobility aid. The rise in the use of electric bikes and adapted bikes, along with so-called 'social prescribing' adopted by some medical practices and the support for novice and returning cyclists mean that this mode is becoming more feasible to some disabled people and older people. Cycling is a form of no-weight bearing exercise and can replace some longer walking trips, or trips requiring weight carrying (e.g., shopping), for people with arthritis. However, older cyclists and disabled cyclists face additional challenges: turning movements at junctions can be hindered by difficulty in looking over the shoulder to check for traffic without losing balance and stopping and starting, especially on a gradient, may require disproportionate effort. The provision of safe, legible cycling facilities in this scheme, which includes protected cycling provision at junctions, can therefore benefit this group.

Disabled people's organisations have supported separating cycle users from pedestrians as well as from motor vehicles. The issue of conflicts between cycle users and pedestrians, when cycle users ride on the footway, has been raised during consultations. Where cycling facilities have been provided on other similar schemes, they have significantly reduced the number of cyclists using the footway (50% on City Connect routes); this is especially the case on one-way streets, with no 'alternative' provision for cyclists. Provision of high-quality routes, which allow cycling in both directions, can therefore have a positive impact on disabled people and older people, especially in one-way streets where the use of pavement might have been seen as a 'reasonable' alternative. Examples of completed cycle infrastructure in the city centre that resemble what will be provided as part of this scheme include City Square, Meadow Lane, Lower Briggate, New Briggate and Cookridge Street. The risk remains that some cycles may cycle on the footway if this is the shortest route for a part of a particular journey, but this scheme reduces that risk by providing high-quality two-way cycle tracks.

Disabled people's groups have also raised the issue of cyclists using the central pedestrian zone in Leeds resulting in conflicts between cycle users and pedestrians. This is because disabled people, including blind people, do not expect to encounter cycle users in a pedestrian zone, and the pedestrian zone is designed as a shared space without any delineation between pedestrian and vehicle (including cycle) routes. The same organisations have also raised issue with bus stop by-passes, which some disabled people feel are not inclusive because they do not expect to have to cross a cycle track when boarding or alighting from a bus. This scheme responds to these concerns in two ways. First, by contributing to the completion of two high-quality routes across the city centre this scheme in particular will reduce the need for cyclists to use the central pedestrian zone in order to cross the city centre because there will be a safe and convenient alternative. Second, the scheme has chosen a route that avoids interaction with bus stops, so protected cycle infrastructure can be provided without the need to construct bus stop by-passes.

2. Women

As people who are more likely to be care givers, women are likely to benefit from wider, smoother pavements, improved crossings and simpler junction arrangements with continuous pavements. The removal of guardrails mentioned above will increase the effective width of footways, which will provide proportionally larger benefits for people walking with pushchairs, and it will have a beneficial effect on pedestrians' perception of safety, which is a particular concern for women.

Women are currently less likely to cycle than men. This is due to a number of factors, but chief among them are road safety concerns and the need to travel with children. The provision of safe, segregated cycle infrastructure is therefore likely to benefit women – in places with high standard of safe cycling infrastructure women cycle as much as men do.

3. Carers

Carers will also benefit from the improvements to crossings discussed above, especially the 'straight across' single stage crossings. These improvements will reduce waiting times and the need to manoeuvre a wheelchair or a pushchair as crossings will be shorter, wider, and more direct than currently.

Refurbished streets with even surfaces will also benefit carers – those assisting people in wheelchairs, pushing a pushchair or acting as a companion-assistant to a person with a mobility impairment or a sight loss as they minimise effort required in pushing a chair and minimise trip hazard. Additionally, the removal of guardrails mentioned above will increase the effective width of footways which will provide proportionally larger benefits for carers aiding wheelchair users, and blind and partially sighted people.

4. Children and Young People

The capacity of children to 'travel around the city safely and independently' was the first of the children's 12 wishes on how to make Leeds a Child Friendly City.

Children and young people are unable to drive and are therefore more reliant on public transport, walking and cycling. Changes to the city centre which make walking and cycling safer and more convenient will benefit this group, helping them travel independently.

Children under the age of 12 are unable to effectively judge traffic speeds or more complex manoeuvres and would therefore benefit specifically from the improved provision of pedestrian crossings and the reduction in carriageway speeds that will result from a narrower carriageway.

5. Sexual orientation

The southern corridor of the scheme will improve pedestrian and cycle facilities in the Freedom Quarter, an area of the city centre with a high concentration of businesses owned and used by the LGBTQ+ community. This is located on Lower Briggate and parts of Call Lane and Bridge End. These improvements will therefore benefit the LGBTQ+ community as they are likely to use these streets as pedestrians, so they will benefit from the slower traffic speeds and enhanced crossings. The scheme will also make the Freedom Quarter more accessible by bike.

Action required:
To ensure the design interventions above are considered as part of the design and delivery of the scheme.

8b. Negative impact:
<p>1. Disability and Age</p> <p>Disabled people aged 65+ are more likely to use lifts from friends and family, and to use taxis. For these people, the new restrictions on general traffic movements in the scheme will be a disbenefit. This is likely to have a differential impact on older people and disabled people, who may need to walk further to access their destination, and on carers, who may need to offer additional assistance for a longer journey on foot. This may also increase the cost of travel for people needing door to door transport who may now need to get a hackney cab rather than their local private hire. This may be a particular issue at times when public transport provision is less good. However, it should be stressed that these restrictions have a very limited impact on general traffic accessibility across the scheme area overall, so this disbenefit can be considered minor.</p> <p>Although the scheme does not remove any blue badge parking, it does remove some pay-and-display parking spaces on parts of Great George Street and Thoresby Place. Pay-and-display parking is used by blue badge holders who can park in such spaces at no charge. We understand that pay-and-display parking spaces are valued by some disabled people who need to use the private car to access the city centre, including users who prefer to use on-street parking facilities, instead of multi-storey car parks, because the multi-storey car parks are not always accessible for users with certain types of vehicle. Some of this blue badge parking is used by people using the nearby hospital facilities, and these users are more likely to be elderly or disabled. Changes to the provision of pay-and-display parking will therefore have a negative impact on those disabled people. In mitigation, it should be noted that there will still be 3,300 public parking spaces within 0.5 miles of this part of Great George Street, including 276 on-street spaces. These on-street spaces will be available to blue badge holders at no cost. In addition, the Leeds NHS Teaching Hospitals Trust has outline planning consent for a new multi-storey car park, which will be located just off Great George Street. This will significantly increase parking provision for users of the hospitals, including disabled and elderly people.</p> <p>The scheme will remove one bus stop: the northbound stop on Woodhouse Lane, just north of the Great George Street junction, which is used by two services per hour. These services will be relocated to Albion Street. These changes could have a negative impact on disabled people and older people, particularly those with a mobility impairment, as these changes may increase walking distances for some users. However, the services will move to a stop that is closer to the city centre core where most of the trip attractors are located; so, overall, this may be a benefit for disabled and elderly users as there may be a net reduction in walking distances for most elderly and disabled users.</p> <p>Both the Inclusive Transport Strategy and the DPTAC report 'The importance of taxis for disabled people' recognise that "Taxis and private hire vehicles (PHVs) are one of the most popular modes of transport for disabled people after the private motor car.</p>

Disabled people use taxis more than non-disabled people despite more of them living in relative poverty. Taxis and PHVs provide a door-to-door service, with scope for individual assistance with the particular needs of a disabled passenger.” Private hire vehicles and taxis will have more limited opportunities to pick up and drop off within the scheme area due to the provision of the protected cycle track and, again, this will impact disproportionately on older people and disabled people. However, private hire and other vehicles will be able to pick up and set down in numerous locations across the scheme scope as numerous loading bays, parking bays, taxi ranks and other kerbside bays will be retained.

The scheme makes some small changes to taxi ranks: a rank on Great George Street is relocated to Thoresby Place and a night-time rank is relocated from Cookridge Street to Great George Street. This may have a negative impact on disabled or elderly people who require ranks to be in these particular locations, but the alternative sites are nearby (under 100m) and do not require users to cross busy roads. The new rank on Thoresby Place will be closer to the LGI than the current Great George Street location, so the change may be a benefit for many disabled and elderly users.

The provision of segregated cycle infrastructure can also have a negative impact on blind and partially sighted people in particular. They may be required to cross cycle tracks when accessing pedestrian crossings and bus stops and struggle to establish priority and cross with confidence, especially where they cannot hear cyclists approaching. There is also a risk of inadvertently stepping into a cycle track. This may result in blind people undertaking longer journeys and making detours in order to avoid the risk of interaction with cyclists.

Any change to the street environment and changes to bus stops and bus routes will have a negative effect on disabled people who need to be familiar with their surroundings to navigate an area; this may affect blind and partially sighted people, autistic people and people with dementia and Alzheimer’s (with specific implications for older people) and their carers. There is a risk that those people may be unsettled by the changed surroundings, reducing their propensity and willingness to go out, or their ability to go out independently.

These substantial changes to junction layouts, crossings and bus stop locations and the introduction of cycle tracks will mean that blind and partially sighted people may need to re-learn their routes. For some blind people, this will result in negative experiences of the city centre that may reduce their willingness to go out or go out independently, leading to increased social isolation. Cooperation with the Visual Impairment Training Officers and national and local charities will be key in providing sufficient level of support to inform blind and visually impaired people of the changes and help them re-learn their routes.

The sheer scale of the changes to the city centre that have removed tactile clues from the environment that helped blind and partially sighted people locate themselves in space has produced a negative impact and resulted in instances of self-exclusion and time. Effort will need to be put into re-training and familiarisation to support these users. Older drivers may rely more on memorised routes for their journeys and they will find route finding more challenging as the result of the changes. An active communications campaign can help to inform these users about the changes.

Copenhagen style crossings can potentially have negative impacts on blind and partially sighted people as well as children with parents or carers, due to the absence of a clear kerb, especially on side roads where the volumes or speeds make it unlikely that drivers will yield to pedestrians. Careful attention will need to be paid to the detailed design of these crossings to ensure drivers are steered to giving way to pedestrians, in practice.

2. Women

Changes that will reduce the opportunities for pick-up and drop-off by private car and taxi may have a negative impact on women in terms of personal safety, especially for participants in the night-time economy. Women with caring responsibilities may find it slightly more difficult to drive around parts of the city centre, or to travel there by private hire. But given the limited nature of the changes to general traffic restrictions and to opportunities for private car pick-up and drop-off, this impact is likely to be limited.

Additionally, the impact of changing one bus stop location will also increase walking distances for some journeys, which may create issues for some women, but for many women the new location may be more convenient as the new stop location is closer to the city centre core.

3. Carers

Changes to reduce the provision of private hire car and taxi pick up opportunities coupled with the limited restrictions for general traffic may have negative impact on carers who may need to travel to the city centre by car or taxi and who, due to the nature of their caring responsibilities and needs, may not have easy access to another transport mode as an alternative. This can make it more difficult for them to access services and events located in the city centre. But given the limited nature of the changes to general traffic restrictions and to opportunities for pick-up and drop-off, this impact is likely to be limited.

Carers for people who have dementia, Alzheimer's or autism may experience additional difficulties if the people they care for are emotionally adversely affected by the changes to their environment that no longer feels familiar and that they now do not recognise. If those people who have been previously able to go out independently – relying, for instance, a familiar walking route – are no longer able to do so, this will place an additional burden on carers.

4. Sexual orientation

The southern corridor of the scheme will improve pedestrian and cycle facilities in the Freedom Quarter, an area of the city centre with a high concentration of businesses owned and used by the LGBTQ+ community. This is located on Lower Briggate and parts of Call Lane and Bridge End. The construction phase of the scheme will cause some disruption to businesses in the Freedom Quarter area, which will impact business owners, employees and users.

Action required:

- New restrictions will be clearly signed with information made available on alternative access routes.
- Cycle tracks will have a kerb segregation from the footway and carriageway. Cycle track surfaces will have a colour and tonal contrast with the surrounding footway. These features will aid navigation. Formal crossings over the cycle track to be provided in areas of high pedestrian flow so that pedestrians have a clear priority, in line with the standards set in LTN1/20.
- Implement the recommendations of the Living Streets report on the use of continuous footways and provide Dutch style kerb upstand and tactile paving, plus careful consideration of locations where this infrastructure is proposed to maximise compliance from drivers.
- Cooperation with the Visual Impairment Training Officers and national and local charities to help disabled people to learn the new layouts
- Ensure there is good communication with stakeholders about construction impacts and give stakeholders clear information about the construction programme.

9. Will this activity promote strong and positive relationships between the groups/communities identified?

Yes

No

Please provide detail:

Reducing the dominance of traffic and improving the pedestrian and cycle facilities creates a better environment for all sections of the local communities to come together and interact. Creating a more inclusive environment will hopefully support all groups and communities to participate more in public life.

Provision of segregated cycle facilities will help reduce friction between different road users, which will benefit cycle users and pedestrians, particularly older people and blind and partially sighted people. Making those facilities safe and inclusive will help broaden the range of people who feel there are able to cycle.

This scheme does not require significant restrictions on general traffic, so it is unlikely to lead to increased tensions between car users and pedestrians or cycle users.

Action required:

Training, education, promotion, and awareness raising will be needed on the use of the new cycling facilities. This will include the use of crossings and pedestrian priority.

10. Does this activity bring groups/communities into increased contact with each other (e.g. in schools, neighbourhood, workplace)?

Yes

No

Please provide detail:

The project aims to increase the attractiveness of the city centre for all; increased use and footfall is expected. Creating 'spaces to dwell' and encouraging a shift from private transport towards public transport and active modes will increase and improve interaction between groups and communities.

Action required:

11. Could this activity be perceived as benefiting one group at the expense of another?

Yes

No

Please provide detail:

The project will re-purpose and re-prioritise the use of road space – giving greater priority to pedestrians, and cyclists which will encourage modal shift in line with the Connecting Leeds Transport Strategy. This can be perceived as being done at the expense of private car users because some space will be relocated from the carriageway to provide improved footways and cycle facilities. During the consultation, some respondents to the survey articulated this view. Since the scheme does not explicitly focus on improving the quality of bus infrastructure (though it will not disadvantage bus operations), the scheme could be perceived as benefiting pedestrians and cycle users at the expense of bus users. During the consultation, some respondents to the survey articulated this view.

Action required:

Future communications materials can emphasise that, while the carriageway is to be narrowed, this will not cause delay for private car users and they will be subject to very few new restrictions so their access will not be significantly impacted. Future communications materials can emphasise that bus services will not be disadvantaged by the scheme and explain that, since many bus users are also pedestrians, bus users will benefit from the scheme on their way to and from bus stops.

12. Equality, diversity, cohesion and integration action plan

(insert all your actions from your assessment here, set timescales, measures and identify a lead person for each action)

Action	Timescale	Measure	Lead person
Publicise restrictions to general traffic using the city centre; promote alternative routes	Ongoing	Signage, maps and leaflets, information, and mapping online	Cat Jebson
Publicise the changes to the location of taxi ranks	Ongoing	Information provided through LCC website, leaflets and disseminated via stakeholders	Cat Jebson
Continue to work with stakeholders to help ensure blind and partially sighted people are aware of the changes in the environment	Ongoing	Organise meetings, share plans and arrange site visits where appropriate	Cat Jebson
Ensure cycle tracks do not form a barrier to disabled people as part of detailed design	Ongoing	Provision of formal crossing points, give way markings, colour/ tonal contrast, and kerb upstand	David Ellis

13. Governance, ownership and approval

State here who has approved the actions and outcomes from the equality, diversity, cohesion and integration impact assessment

Name	Job Title	Date
Gary Bartlett	Chief Officer of Highways and Transportation	TBC when approval granted

14. Monitoring progress for equality, diversity, cohesion and integration actions (please tick)

- As part of Service Planning performance monitoring
- As part of Project monitoring
- Update report will be agreed and provided to the appropriate board
Please specify which board
- Other (please specify)

15. Publishing

Date copy sent to Equality Team	6 February 2024
Date published	TBC following approval