

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 & Transportation
Lead person: Finn Campbell	Contact number: 0113 37 89803
Date of the equality, diversity, cohesion and integration impact assessment: 07/09/21	

1. Title: Connecting Leeds Transport Strategy
Is this a:
<input checked="checked" type="checkbox"/> Strategy / Policy <input type="checkbox"/> Service / Function <input type="checkbox"/> Other
If other, please specify

2. Members of the assessment team:

Name	Organisation	Role on assessment team For example, service user, manager of service, specialist
Finn Campbell	Leeds City Council	Day to Day Lead
Paul Foster	Leeds City Council	Manager of service
Kasia Speakman	Leeds city Council	Independent Reviewer

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

Transport affects everyone across the district, whether you live, work, or visit Leeds. It is acknowledged that there may be some negative impact because of the strategy. The strategy sets out strategic transport policy for Leeds and actions that we propose to take. As schemes and policies develop because of the strategy there is the potential for these to have a negative impact on certain groups. The Connecting Leeds Transport Strategy sets out our proposed vision for mobility for Leeds, to be a city where you don't need a car. It details our overarching objectives of tackling climate change, delivering inclusive growth and improving health and wellbeing and how we need transport to respond in order to achieve these. There are four target areas

- Climate Emergency – Carbon net-zero by 2030.
- Vision Zero – for Zero people to be killed or seriously injured on our roads by 2040.
- Modal shift targets
 - Increase in Walking +33%
 - Increase in cycling + 400%
 - Increase in Bus +100%
 - Increase in rail
 - Decrease in car trip by 30%
- 30% reduction in distance travelled by private car by 2030

The strategy sets out the challenges and opportunities faced by transport as well as the proposed six focus areas:

- Decarbonising Transport – Reducing the need to travel, re-mode how we travel away from private car use and encouraging the further uptake of Alternative Fuelled vehicles and associate infrastructure.
- Creating healthier streets and communities – ensuring walking and cycling are the first choice for the shortest trips, creating places and spaces where people want to spend time which are inclusive and accessible to all.
- Transform the city centre – continue to deliver and develop transformational change in the city centre, from world- class gateways to ensuring all modes are integrated, supporting Leeds role as a local, regional and national transport hub.
- Enhance public transport – build on the successes we have had in recent years at improving the bus network and working with partners to expand and enhance the offering in the future.
- New mobility solutions – thinking about transport differently, encouraging the use of shared transport, paying for transport differently and the use of technologies to improve mobility in the city.
- Deliver a mass transit network –delivering a low carbon mass transit in Leeds, enhancing the transformational work already going on in the city centre through partnership with the Combined Authority.

The strategy also acknowledges that further work is required if we are to achieve our objectives and outlines future considerations.

An action plan has been produced to cover the next three years until 2024. This has been included within the assessment.

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 checked="" type="checkbox"/>
The vision and themes, objectives or outcomes and the supporting guidance	<input checked="" type="checkbox"/>
A specific section within the strategy, policy or plan	<input type="checkbox"/>
Please provide detail: The scope of this Equality, Diversity, Cohesion and Integration Impact Assessment is to cover the Connecting Leeds Transport Strategy and first Action Plan.	

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)	<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)
A three month Transport conversation in the Autumn of 2016, generated 8,169

questionnaire responses, (along with feedback from 100 workshops, meetings and presentations) demonstrating a keen interest in engaging with the city on issues of transport, both now and in the longer term. The results of the Transport Conversation show a potential differential impact on women, older people and disabled people; potentially also on BME. The results indicated that almost all respondents felt it was important for future transport strategy to ensure that everyone had access to the transport system (98%) – accessibility and inclusion are key components of this strategy.

Subsequently, the Leeds Public Transport Investment Programme was developed from the Leeds Transport Conversation and has continued the extensive engagement with a wide range of groups such as Voluntary Action Leeds, Child Friendly Leeds, BME Hub, Disability Hub, LGBT Hub, Leeds Society for the Deaf and Blind, Physical and Sensory Impairment (PSI) Network, Womens' Live Leeds, Elderly Action groups and various groups representing accessibility and usability.

Through the previous Transport Conversation and subsequent engagement on Leeds Public Transport Investment Programme, transport has the potential to have a differential impact on equality groups with regard to:

Gender; Research shows that women and men have persistent different transportation needs, travel behaviours and levels of access to services and infrastructure. Women tend to travel shorter distances, closer to the home, and make more trips; they travel for a wider variety of purposes; they walk more; they have less access to a car and are the main users of public transport, they make more chained trips; their travel patterns tend to be shaped as polygons as compared to the more frequent commuting trips made by men. Women are more sensitive to safety concerns and tend to self-limit their movements and activities because of perceptions of risk, in the UK, they are less likely to cycle. Women are also overrepresented in social groups with specific transport needs and greater transport disadvantage: older people, people with special needs, single parents, and working parents who take responsibility for most caretaking tasks. Women's overall comparative disadvantage in terms of access to transportation negatively affects their professional development, economic status, leisure time, and personal wellbeing. [Source: genderSTE]

Disability; Differential access to the transport system and the effect of transport policies, particularly (but not restricted to) for those with physical and sensory impairments, mental health issues or learning disabilities. Disabled people travel more frequently by bus than others, so public transport plays a vital role in ensuring that they can participate in community life and avoid social exclusion. They also may be affected to a greater extent by issues of reliability of public transport, modal integration (or lack thereof) and interchange and by issues such as overcrowding/ space availability. The availability of accessible infrastructure and walkable, level routes and access to information, including on board and at stops, will also have a differential impact on this equality group. Disability can lead to a greater reliance on private transport (own car or taxi, or lifts from friends/ relatives etc). Disability can also have a differential impact on journey times, distance and destinations, as well as modal choice.

Race; Differential access to the transport system and the effect of transport policies, particularly for Black, Asian and Minority Ethnic people are around impacts on access to employment, education and training, which are vitally important issues for BAME communities as a means of overcoming disadvantages

in the job market. Studies have also shown a differential impact in terms of the impact of traffic and road safety. They are also underrepresented among cyclists – this impact may be compounded by race, age and gender. It is thought that enabling travel by active modes may particularly benefit some members of the BAME communities in addressing health inequalities, including Type II diabetes and cardio-vascular health.

Age; Both younger and older people are more at risk of being involved in a road traffic collision and suffer greater consequential effects – initiatives that contribute to road safety, especially of active modes, will have a beneficial impact on these sections of the population.

Young people rely very much on public transport, although many have personal security concerns when using public transport and this is coupled with the fact that in terms of actual risk, they are the age group which are most likely to be the victims of violence and/or assault. Children exposed to traffic related air pollution are more at risk of asthma and child inactivity is a cause for future health concerns, which can be addressed through enabling the use of active travel modes.

Many older people are not able to drive because health conditions related to their age or find the cost of running a car prohibitive. Older women are less likely to hold a driving licence so may lose access to a car when widowed. Like with disabled people, there will be a differential impact in terms of distance travelled (including to access public transport in the first place), reliability, overcrowding and the need to interchange or change modes. The presence and availability of evening and weekend services and infrastructure at stops/ stations will also have a differential impact in terms of the ability to access activities and leisure opportunities. The inter-district connectivity enabling access to local services has also been found to be particularly important to older people and disabled people.

Are there any gaps in equality and diversity information
Please provide detail: N/A

Action required:
N/A

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

Please provide detail:

Extensive Consultation and Engagement on the draft Transport Strategy was undertaken

between December 2020 and April 2021. This built upon the consultation undertaken as part of the Transport Conversation and subsequent Leeds Public Transport Investment Programme. A range of promotion techniques were adopted which include but not limited to dedicated consultation webpage, Webinars, and dedicated meeting with stakeholder groups.

Building on previous consultation feedback specific action was taken to engage with groups represented the protected characteristics. Leeds Involving People (LIP) were engaged to help reach seldom-heard groups within the community and utilised their links with existing groups, partnerships, networks, members, workers, and volunteers. They built upon the nine protected characteristics under the Equality Act and were expanded to cover a fuller range of seldom heard groups. Due to the Coronavirus pandemic, LIP organised a series of three focus groups and a strategy reading group. All sessions were held virtually and could be accessed online or via a telephone. The strategy reading group, read through the strategy page by page over several sessions, to obtain detailed feedback on the proposals. The focus groups were 1-hour long sessions, to specifically go through points raised by attendees.

The Access and Usability Group have been consulted on the draft strategy who suggested further amendments, including a dedicated page recognising and highlighting the needs of disabled people and older people. The draft page was then re-consulted with group to ensure it accurately represented the feedback received.

Action required: N/A

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 checked="" type="checkbox"/> | Race | <input type="checkbox"/> | Religion or Belief |
| <input checked="" type="checkbox"/> | Sex (male or female) | <input type="checkbox"/> | Sexual orientation | | |
| <input type="checkbox"/> | Other | | | | |

(Other can include – marriage and civil partnership, pregnancy and maternity, and those areas that impact on or relate to equality: tackling poverty and improving health and well-

being)
Please specify: N/A

Stakeholders

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

Potential barriers

- | | |
|--|--|
| <input checked="" type="checkbox"/> Built environment | <input type="checkbox"/> Location of premises and services |
| <input type="checkbox"/> Information and communication | <input type="checkbox"/> Customer care |
| <input checked="" type="checkbox"/> Timing | <input type="checkbox"/> Stereotypes and assumptions |
| <input checked="" type="checkbox"/> Cost | <input type="checkbox"/> Consultation and involvement |
| <input type="checkbox"/> Financial exclusion | <input type="checkbox"/> Employment and training |

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:

Targets

Net-zero by 2030

Climate change effects everyone and if no action is taken the predicted increase in world temperature will have a detrimental impact on the planet and to human life as we know it. Ongoing research as shown that several equality characteristics groups will be disproportionately affected by the climate emergency. Groups including but not limited to

lower income and BAME are more likely to live in locations which are susceptible to climate change impacts, such as flooding. The strategy aims for Leeds to be a net-zero carbon district by 2030 and proposes key actions to meet this target. This will have a positive impact on all equality groups.

Vision Zero

Older people, children and lower incomes groups (which can also affect BAME communities) have been shown to be disproportionately impacted by traffic collisions. Setting a target, subsequent strategy, and action plan for no one to be killed or seriously injured on our road network by 2040 will have a positive impact on groups. Therefore, this target will have a beneficial impact on these groups specifically alongside the wider population.

Modal Shift

The desired modal shift away from private car to active travel and public transport will have a positive impact on equality groups. It is shown that children, older people, lower income groups, BAME and women are more likely to be reliant on public transport and for BAME women there may be specific cultural barriers around active modes such as cycling. Specifically focusing on these modes will positively impact these groups reducing the negative effects that currently impact them such as spending a disproportionate amount of time and money on travel and restriction to opportunities. There is a likely positive impact on lower income and BAME groups who have been shown to reside in areas of lower air quality through a reduction of car traffic.

Reduction in overall distance travelled by private car

Private vehicles dominate our landscape, by targeting the distance travelled by private car, there is likely to be a reduction in the number of cars on our streets. This is likely to have a positive impact on equality groups such as disabled people, older people, young children. There is recognition that Disabled People and parents of young children are disproportionately affected by illegal parking blocking the footway. The reduction of cars would lead to quieter streets and this would have a positive impact on equality groups.

Big Moves

Decarbonising transport

The evidence is strong that poorer people, ethnic minorities, children, and disabled people are more exposed to air pollution. There is also strong evidence that greater exposure to air pollution is correlated with a greater risk of long-term conditions. Poor health is linked to time off work and reduced productivity – and can contribute to lower income. The decarbonisation of the transport system will also deliver air quality improvements providing direct positive impact.

Creating healthier streets, places, and communities

Creating healthier streets, spaces and communities will have positive impact on equality groups. Included within this big move is the promotion of Active Travel neighbourhoods and the 20 minute neighbourhood concept. In terms of the positive impacts of ATNs, earlier EDCI assessments have identified that disabled people reported easier or more pleasant journeys; an increase in independence; a decrease in traffic danger and benefits to physical and mental health. The traffic danger offers substantial safety positive impacts to several groups. There are benefits around creating safer crossing points near modal filters that will lead to reducing crossing times.

Reduced levels of traffic are associated with more 'neighbourliness' (studies have shown

that in streets with low levels of traffic people have more contact with their neighbours). There is potential for active travel neighbourhoods to facilitate more people-centred streets and reduce the feeling of social isolation and loneliness. This has a benefit to all equality groups.

BAME communities are also underrepresented among cyclists. It is thought that enabling travel by active modes through quieter and safer streets this may particularly benefit some members of the BAME communities in addressing health inequalities, including Type II diabetes and cardio-vascular health. The promotion of active travel has the potential to improve health in BAME communities.

Better integration between the land-use planning and transport, reducing the need to travel longer distances will have a positive impact on equality groups who are reliant on multi-purpose journeys, such as females and parents, disabled people and lower incomes who may benefit from reduced travel costs.

Transforming the city centre

The proposals detail improvements for walking and cycling in the city centre through the provision of dedicated facilities, wider pavements and better crossing points. The consultation identified that older people, disabled people require more seating the provision of wider spaces and more public footway give the opportunity for new seating to be created. Scheme specific proposals implemented to date have been done in partnership with equality groups and future schemes should adopt this approach.

Background knowledge and studies have shown equality groups have greater reliance on public transport and are negatively impacted by longer journey times, poorer connections, and hours of operation. Transforming the City Centre big move will likely have positive impacts by the efficient saving generate by investment in public transport priority reducing journey times and improving reliability.

Enhancing public transport

This is focused on investment in public transport infrastructure creating a more reliable public transport network. It is identified that many equality groups are more reliant on public transport than the wider public. Investment in infrastructure will reduce barrier to employment, education, and social needs targeting the most disadvantage groups. Increased hours of operation of public transport will have a positive impact on lower income workers and encourage greater use of public transport. This has potential to open greater opportunities for employment and education. More reliable services will also have a positive impact on these groups.

Disabled people may travel more frequently by bus than others, so public transport plays a vital role in ensuring that they can participate in community life and avoid social exclusion. The inclusion of new technology including visual and audio displays both at bus stops and on-board buses will have a positive impact on these groups.

New Technologies

As this assessment has detailed, certain groups are disproportionately reliant on public transport. An Action within this big move is to bring forward a trial of Demand Responsive Transport, a flexible bus services, that better serve communities and provide orbital services, a current gap within the transport network. This will positively impact disabled people, older people, women, and children who are more reliant on the public transport

network.

Deliver Mass Transit

The delivery of a new form of transport provides the opportunity to ensure the needs of users is met from the outset. Early engagement with all equality groups will ensure the needs of the groups are identified and fed into the development work. At this current time there is the opportunity to ensure any negative impacts are overcome. Potential to benefit groups once operational through more efficient travel and more direct travel (lower journey times).

Action required:

- Continued engagement with all groups and stakeholders through the implementation of the strategy and development of specific schemes and policies to ensure consideration is given to all protected characteristics. This include ensuring all groups are represented in the development of the projects and policies.
- Supporting the West Yorkshire Combined Authority and the newly elected Mayor to review the costs of public transport, ensuring everyone is able to access reasonably priced fares.

8b. Negative impact:

Targets

Carbon net-zero city by 2030

The limitation of available funding may have a negative impact on equality characteristics as we may be unable to deliver the strategy as proposed. This would be of potential greater detriment to equality groups who as outlined above, are more reliant on the actions proposed as part of the strategy.

Vision Zero

Measures brought forward to meet this target may impact on journey length and availability, this may impact public transport users and essential car users through an increase in congestion. This may affect older people and disabled people who may be reliant on private cars for their personal mobility.

Modal Shift

Feedback from Disabled People during the consultation identified an issue between the Disabled People and cyclists and scooter users. The promotion of a cycling target will result in a greater number of interactions between different street users. This has the potential to have a negative impact on these groups and action should be taken to ensure designs are carefully considered to reduce conflict between different road users.

Reduction in distance travelled by private car

Disabled people may use the car more than others and may not have a choice in how they travel. Other groups such as female and lower income groups can be reliant on private

vehicles to access their employment needs due to limitations of public transport and active travel alternatives. Groups which are reliant on private vehicles may be negatively impacted by the target to reduce the distance travelled by private vehicle each year.

Big Moves

Decarbonising transport

As identified, certain groups are disproportionately reliant on public transport. If the strategy does not deliver public transport enhancement these groups will be further impacted. The impact may result in greater social isolation and prevent certain groups from accessing opportunities. Lack of public transport integration also has specific negative impacts on older people and disabled people as well as women and carers who may not find interchanging modes easy due to physical distance and physical barriers (steps, gradients, lack of crossings) choice of ticketing, price and information availability.

The consultation identified that older people and disabled may struggle to change behaviour to walking and cycling. This may have a negative impact on these groups and their needs should be met with other solutions as proposed in the strategy. Action should be taken to engage with these groups to overcome the barriers to walking and cycling where possible and identify alternative options to meet the needs of groups and the objectives of the strategy.

Creating healthier streets, places and communities

Previous studies and the outcomes of this consultation has identified a potential negative effect on older people, children, and disabled people because of an increase in walking and cycling and greater use of shared spaces.

Assessment of ATN's identified criticisms included longer journey times for residents, as well as their visitors who provide care and support. This leads to travel becoming more exhausting, expensive, complicated or difficult for disabled people. There were also cases of a negative impact on mental health, issues with taxis and a perceived rise in traffic danger.

This consultation has identified that disabled people, older people, people with mobility issues including wheelchair users and parents with young children can be negatively impacted by the lack of dropped crossing points.

Disabled groups felt that they would negatively be impacted as part of the strategy and greater emphasis was required to recognise their needs. Action has already been taken whereby the strategy has been updated identifying the specific issues for disabled people and the content has been shared with the Access and Usability Group to ensure it was reflective of this feedback and met the needs.

Transforming the city centre

The potential loss of Disabled parking bays within the city centre could have a detrimental impact in relation to access for Disabled People and older people to spaces has been identified as a potential negative impact of the proposals. Routes to access disabled parking bays can become even more complicated through the introduction of bus lanes and bus gates. Timings of operation can offset some of the negative impacts, but also can add a layer of complexity that can have a detrimental impact on older people, especially those affected by some age related conditions (Alzheimer's, Dementia) and those less able to absorb, assimilate and retain complex information.

Additionally to disabled parking bays, there is a similar potential negative impact on

disabled people, older people and those reliant on taxis, if ranks are to be relocated or reduce in size this could reduce permeability of spaces notably the city centre. The reduction of through traffic into the city centre environment and the subsequent widening of footways and re-allocation of roadspace offer substantial benefits to user groups. However there are potential impacts on older people, disabled people and children who may struggle with the walking distances involved within these pedestrianised spaces.

Enhancing public transport

Consultations to date have indicated that women tend to rely on public transport more than men. This may result in greater safety concerns raised and greater conflict between groups. There may be a negative impact

Bus re-routing may have specific negative impacts on older people and some disabled people (learning difficulties, dementia, blind and partially sighted people) as changes are often confusing and unsettling. This may result in missed buses, being carried to an unknown destination, and may affect loss of confidence to go out independently.

New Technologies

Studies have evidenced that certain equality groups, notable Older People and Children are reliant on cash as a form of payment. The development of mobile payment systems could further exasperate exclusion from public transport and result in disproportionate costs being burdened on the lowest income individuals.

The uptake of Electric Vehicles may impact blind people particularly who may struggle to hear an Electric Vehicle approaching. This may have a negative impact for blind people crossing the road who currently rely on vehicle noise to assist with crossing. There are also specific risks for older people and disabled people due to the introduction/ or lack of/ on highway electric vehicle charging infrastructure (risk of cables across footways, competing uses of kerbside parking and adding street clutter).

Deliver Mass Transit

The construction of any Mass Transit scheme may disproportionately affect lower income groups who tend to reside within inner city suburbs. The impact of the schemes should be fully assessed as part of the development of the proposals.

Action required:

- Continue to engage with key stakeholders such as Central Government to identify further funding sources to enable the full delivery of the strategy and action plan.
- Consideration should be given to signage to better inform users of shared walking and cycling routes of potential conflict and to be considerate to pedestrians.
- Ensure through consultation and engagement is maintained throughout the lifetime of the strategy. An Equality, diversity, cohesion and integration screening or assessment should be undertaken of individual schemes and policies brought forward because of the strategy.
- Feedback to Mass Transit development team the outcomes of this screening assessment.
- To ensure healthier streets, spaces and communities are inclusive to a there is ongoing development of a street charter is proposed which will overcome barriers to

active travel that disproportionately effect older people and people with a disability. IN depth engagement is also needed when introducing schemes such as streets for people and Active Travel Neighbourhoods, Mini-Hollands, 20 min neighbourhoods etc.

- Action should be taken to engage with these groups to overcome the barriers to walking and cycling where possible and identify alternative options to meet the needs of groups and the objectives of the strategy.

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

Yes

No

Please provide detail:

It is often the case that the challenges or negative impacts of transport are similar across the protected groups. By addressing these challenges and impacts this may promote strong and positive relationships between all transport users.

Action required: None

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

Yes

No

Please provide detail:

The promotion of public transport and active travel may bring different groups into increased contact when travelling, this may be on the streets or on public transport. The assessment has identified that this may result in greater conflict between groups but it may bring about benefits for social inclusion and cohesion within communities.

Action required:

None

11. Could this activity be perceived as benefiting one group at the expense of another? (for example where your activity or decision is aimed at adults could it have an impact on children and young people)

Yes

No

Please provide detail:

It could be perceived that the Strategy is benefitting people who are able to use public transport and active travel. This may be perceived as having an impact on Older and Disabled people. Whilst our vision is for Leeds to be city where you don't need a car, we are clear that there is still a lifeline role for private vehicles in the City. For disabled and older people or those with a mobility impairment, a private vehicle can be the only choice for their mobility needs.

Action required:

- Continually work with impacted equality groups to ensure those who have a lifeline role for a private vehicle are represented and not differentially effected by the proposals.
- Work with transport operators (bus, rail and taxi) to overcome barriers for groups using the transport network and ensure facilities are accessible.

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
Continued engagement with all groups and stakeholders through the implementation of the strategy and development of specific schemes and policies to ensure consideration is given to all protected characteristics. This include ensuring all groups are represented in the development of the projects and policies.	Ongoing	Meetings held with groups and individuals Public acceptance of schemes	Kate Morris, Paul Foster
Supporting the West Yorkshire Combined Authority and the newly elected Mayor to review the costs of public transport, ensuring everyone is able to access reasonably priced fares.	Ongoing	Number of people using public transport	Gary Bartlett
Continue to engage with key stakeholders such as Central Government to identify further funding sources to enable the full delivery of the strategy and action plan.	Ongoing	Securing further funding for the delivery of the strategy and action plan	Gary Bartlett

Action	Timescale	Measure	Lead person
Consideration should be given to signage to better inform shared space users of potential conflict and to be considerate to pedestrians.	As schemes are implemented.	Reduction in number of conflicts between different street users.	Scheme promoters
Ensure through consultation and engagement is maintained throughout the lifetime of the strategy. An Equality, diversity, cohesion and integration screening or assessment should be undertaken of individual schemes and policies brought forward because of the strategy.	Ongoing	Individual EDCI assessments of each schemes.	Scheme Promoters Policy colleagues Gary Bartlett
Feedback to Mass Transit development team the outcomes of this screening assessment.	On completion of assessment.	N/A	Finn Campbell
To ensure healthier streets, spaces and communities are inclusive there is ongoing development of a street charter is proposed which will overcome barriers to active travel that disproportionately effect older people and people with a disability.	1 year	Adoption of Street Charter	Paul Foster
Action should be taken to engage with impacted groups	Ongoing	Additional meeting held with equality groups to overcome	Kate Morris

Action	Timescale	Measure	Lead person
to overcome the barriers to walking and cycling where possible and identify alternative options to meet the needs of groups and the objectives of the strategy.		barriers to walking and cycling. Consultation should be	
Work with transport operators (bus, rail and taxi) to overcome barriers for groups using the transport network and ensure facilities are accessible.	Ongoing	Reduction in barriers to travel	LCC / WYCA / Public transport operators

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 Highways and Transportation	
Date impact assessment completed		07/09/21

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: Executive Board or IISG Scrutiny Board
- Other (please specify)

15. Publishing

Though **all** key decisions are required to give due regard to equality the council **only** publishes those related to **Executive Board, Full Council, Key Delegated Decisions** or a **Significant Operational Decision**.

A copy of this equality impact assessment should be attached as an appendix to the decision making report:

- Governance Services will publish those relating to Executive Board and Full Council.
- The appropriate directorate will publish those relating to Delegated Decisions and Significant Operational Decisions.
- A copy of all other equality impact assessments that are not to be published should be sent to equalityteam@leeds.gov.uk for record.

Complete the appropriate section below with the date the report and attached assessment was sent:

For Executive Board or Full Council – sent to Governance Services	Date sent:
For Delegated Decisions or Significant Operational Decisions – sent to appropriate Directorate	Date sent:
All other decisions – sent to equalityteam@leeds.gov.uk	Date sent: