

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

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| Directorate: City Development | Service area: Asset Management and Regeneration / Station Development |
| Lead person: Chloe Dummer | Contact number: |
| Date of the equality, diversity, cohesion and integration impact assessment: 20/10/2020 | |

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| 1. Title: Leeds Station Sustainable Travel Gateway |
| Is this a: |
| <input type="checkbox"/> Strategy /Policy <input type="checkbox"/> Service / Function <input checked="" type="checkbox"/> Other |
| If other, please specify: Project |

2. Members of the assessment team:

| Name | Organisation | Role on assessment team e.g. service user, manager of service, specialist |
|--------------------|--------------|--|
| Jo Thompson | LCC | Project Support Officer |
| Chloe Dummer | LCC | Project Manager |
| Angela Lawson | LCC | Head of Station Development Team |
| Geoff Turnbull | LCC | Senior Policy and Performance Officer |
| Karen Blackmore | LCC | Principal Legal Officer |
| Bairbre McKendrick | LCC | Access Officer |
| Maria Clayton | Network Rail | Route Enhancement Manager |
| Martin McConaghy | Atkins | Access and Inclusive Design Consultant |
| Lorna Brown-Owen | Network Rail | Access and Inclusion Manager |
| Neil Moore | WYCA | Rail Policy Officer |

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

Background and Context

Over the last decade Leeds Station has consistently been the busiest station in the North of England with more than 34 million passengers recorded in 2019/20. In recent years the rail passenger numbers have been impacted by a number of significant events such as the timetable changes in 2018 and 2019, with the large scale disruption that followed and COVID19. Whilst in the short term these may have delayed growth, over the long term DfT the projections currently remain the same. The station provides key gateways to both the Leeds City Region and the national rail network, with critical direct access links to London. The Department for Transport, West Yorkshire Combined Authority and Network Rail have forecast growth of 70 million by 2043, a result of a natural increase of passengers on the existing network, upgrades to the TransPennine routes, Northern Powerhouse Rail (NPR) and High Speed Two (HS2). It is vital to help ensure the station has the necessary capacity to meet projected growth within the city, particularly in light of the aforementioned projects and the redevelopment of Leeds South Bank. The latter project alone constitutes the largest regeneration site in Europe, doubling the size of Leeds City Centre within the next 20 years and providing 35,000 new jobs and 8,000 new homes. Clearly there is an immediate impact due to COVID19 however the DfT has advised us to continue to use these long term forecasts at present.

The draft Leeds Transport Strategy which is currently out to consultation, sets out the City's commitment to decarbonisation, including targets for increasing sustainable and inclusive rail travel. This will also drive an increase in demand for rail travel and therefore growth in passenger numbers.

On the basis that the DfT growth forecasts are realised, passenger numbers are projected to be at a level where, if no action is taken, the station's gateline and boarding procedures will need to be managed in a manner similar to London Kings Cross. Passengers will be held back behind the gateline in the southern concourse and only called forward to the platform once the train is ready to depart. The southern concourse in Leeds Station is very limited in space and given the number of platforms will result in significant numbers of people, particularly at peak times, spilling into New Station Street (which is owned by Network Rail) increasing the risk of pedestrian / vehicle conflict. This will have further implications for the security cordon for the station which must expand to accommodate the queuing on New Station Street. This expansion will add a further line of security bollards. The pinch points under the Queens Hotel and adjacent to the Platform building and the Neville Street Bridge which are already congested, will become a significant safety concern.

It is necessary to complete a package of extensive upgrade works to ensure the station is fit for purpose and can safely accommodate the growing number of passengers. The Leeds Station Sustainable Travel Gateway project is key to ensuring this growth is sustainable.

The key project components are:

- Create pedestrian priority area on New Station Street through the relocation of the taxi rank to Bishopgate Street and bus stops to locations on Boar Lane, Infirmary Street and Wellington Street (these areas have been upgraded and capacity increased for pedestrians and buses as part of the LPTIP, City Centre package and WYTF schemes) Service deliveries will be time managed to avoid peak pedestrian flows. Emergency vehicle access will remain as existing.
- Provide significant improvements to the connectivity between the station and Bishopgate including provision of step-free access for passengers through the installation of two, 21 person pedestrian lifts.
- Complete re-design and re-build of the station's external concourse connecting Bishopgate and key pedestrian access routes via a series of wide steps with complementary soft

landscaping and seating where possible

- Installation of segregated cycle lanes through Neville Street, Dark Neville Street and Victoria Road.
- Installation of a high quality 700 space cycle hub with supporting infrastructure for electric cycles. The cycle hub is currently proposed to include a commercial café and opportunities exist for Network Rail to seek a commercial partner for the operation of this venture. A number of subsidised cycle parking spaces will also be considered.
- Environmental improvements to the cladding, road and pedestrian surfaces and lighting in Neville Street and Dark Neville Street.

The Leeds Station Sustainable Travel Gateway project is part of the Leeds Integrated Station Masterplan (LISM) approved by the West Yorkshire Combined Authority Transport Committee in May 2018. This project constitutes Zone 1 of the Masterplan and will be delivered as a joint collaboration between Leeds City Council and the West Yorkshire Combined Authority.

The works will predominately take place on Network Rail owned land and the assets created as part of the project will be owned, managed and maintained by Network Rail. Network Rail will ultimately be responsible for signing off the design through the Governance for Railway Project (GRIP) process. This includes the submission of information at various stages of the detailed design stage of the project through a series of forms called F001, F002 and F003. Approval of F003 will signify Network Rail's acceptance of the scheme and approval to proceed to onsite works.

A Diversity Impact Assessment (DIA) was developed by Network Rail as part of LISM and prior to the commencement of this project. The original Network Rail DIA has since been updated. This document is the Leeds City Council's Equality Impact Assessment for the components of this project and has been developed from the LISM DIA. The EIA has been shared and developed with Network Rail colleagues.

It is the council's duty to ensure that due regard is given to the recognised protected characteristics in relation to the key proposals contained within the scheme as well as in how any public engagement is delivered. This document will demonstrate the processes taken by the council to show due regard to equality as well as identifying next steps for the scheme arising from the engagement.

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 Sustainable Travel Gateway project, part of the Leeds Integrated Station Masterplan

aims to transform and improve the station environment for all users and create a world class gateway into Leeds City Centre.

Achieving this vision will require changes to the existing space outside the station. It is those changes that are subject to this EDCI assessment.

Specifically, the scheme will involve:

- Changes to the location of the existing taxi rank
- Changes to the location of the existing bus stops
- Changes to road layout, including junctions and closure(s) of sections of the highway to motorised vehicles
- Changes to the location and layout of pedestrian crossings
- Provision for cyclists
- Improvements for pedestrians within all scope areas of the project

As accessibility and inclusion would be central to the project's design proposals it was decided at the outset to appoint a specialist access and inclusive design consultant to work alongside the design team advising on all matters relating to access and inclusion. The access and design consultant is fully accredited, highly regarded and is respected by Network Rail's Built Environment and Accessibility Panel. The consultant will be appointed until the conclusion of the project.

The Leeds Station Sustainable Travel Gateway project will be delivered by Leeds City Council and the West Yorkshire Combined Authority on Network Rail property. As land owner Network Rail will provide formal approval to deliver the project. This will be done via the completion of the detailed design period when an 'Approval in Principle' is granted upon submission of Forms 001,002 and 003.

| | |
|--|--------------------------|
| 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 engagement, involvement, research, results from perception surveys, equality monitoring and customer/ staff feedback.

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

Project Initiation stage, including the development of the concept design officially commenced in December 2019. A project team consisting of Council representatives from Highways, Accessibility, Urban Design and Heritage was established and worked alongside a team of architects and engineers from principal contractor Balfour Beatty and consultant design firm Atkins. The team were aware from the outset that accessibility and inclusivity would be central to the proposals and that the scheme would need to address the known problems of the existing taxi rank at Leeds Station. The early sketches acknowledged the concerns previously raised by the Access and Use-Ability Group (AUAG). These were conveyed by the LCC Access Officer to the design team for incorporation in the scheme. A particularly influential meeting took place on the 4th June 2019 when members of the AUAG travelled to the station to witness first-hand the issues of the current taxi rank. These were clearly conveyed by the LCC Access Officer, Bairbre McKendrick, who was present at the meeting. Furthermore, the minutes that were issued following the meeting also captured concerns from all in attendance that the current taxi rank does not work in its current position. Indeed, it was recorded that those in attendance felt the current taxi rank actually discriminates against disabled people and is dangerous. Concerns also existed around the poor level of service in respect of disabled passengers often being asked to move away from the taxi rank in order to board the taxi. This issue leads to taxi drivers boarding wheelchair users in unsafe locations such as on the carriageway, evidence of which is on youtube. The LCC Access Officer advised the team that these issues have been acknowledged and must be rectified as part of the new scheme.

The issues with the existing taxi rank were well known ahead of the meeting that took place on the 4th June 2019. These include:

- To get to the rank from the station, people need to cross busy and noisy vehicular lanes which carry taxis, buses, emergency vehicles and delivery vehicles
- The current route, although recently improved, still requires people to navigate a narrow footway which runs along the frontage of the existing Cycle Point building, further narrowing the available space.
- To get to the rank from the Bishopgate side, people must navigate to either end of New Station Street (City Square or Boar Lane ends), or use the existing staircase. The covered staircase is poorly detailed. It has a non-standard handrail with a profile that is not designed to be gripped and as such cannot be used for weight bearing. The staircase also lacks a central handrail (required for staircases wider than 2m) and as such there is no segregation of pedestrians travelling up and down the staircase as they enter / exit the station. At busy times the volume of pedestrians would make it unsafe to use this route for disabled people.
- There is no seated waiting area at the exiting taxi rank on New Station Street.
- Taxis on the rank load from the driver's side. Wheelchair accessible taxis are generally designed to be loaded from the passenger's side or the rear. As a result, the taxi rank has a specific crossing point to an island to enable boarding of wheelchair users from the right or the rear, however this is not at the front of the queue. Given that not all taxis are wheelchair accessible, the design can create social pressures. Additionally, because taxis cannot pass each other in the queue, the layout puts pressure on taxi drivers to adopt the unsafe practice of boarding users in unauthorised spaces to avoid holding up the queue.

Beyond the taxi rank, New Station Street poses a range of accessibility challenges including:

- The pathways on New Station Street are overcrowded at peak times; overcrowding affects disabled people and less confident travellers more significantly than other users.
- There are pinch points on the existing streets which may make two way wheelchair user traffic difficult.

- The surfacing of the pathways is poor according to user feedback.
- There is no crossing on a key desire line where New Station Street bends, preventing disabled people from reaching the commercial units.
- Disabled users have stated that the street is too busy, to the extent they avoid it.

Moving away from New Station Street, Neville Street is widely accepted to be an inhospitable environment for a range of reasons, including:

- It is one of the most polluted streets in outside of London. There are no separate cycle routes, meaning cyclists either use the footpaths or the very busy roads.
- The lighting is particularly poor, with the transition from daylight to the area under the bridge being a source of pain and discomfort for partially sighted users.
- It has a metal cladding system and there is constant traffic which creates an acoustic quality that can be disorientating for some users.

Dark Neville Street also has issues which affects its legibility and safety for a range of users. These include:

- A lack of formality; it looks primarily like a road and is driven on, but pedestrians must walk on it. It's a form of shared space which are to be avoided.
- Lighting in the space is poor quality.

This paper will reflect upon information already known to the Council about the existing accessibility issues at Leeds Station (outlined above), the knowledge and experience of the access and inclusive design consultant, the Councils Access Officer and engagement undertaken to date.

A wide programme of engagement has been carried out with key project stakeholders in order to learn about people's experiences of using the station and the surrounding streets, to share the emerging concept plans and obtain feedback. The engagement will also be used to help inform the development of the concept proposals with ideas and suggestions where possible taken forward and incorporated within detailed design.

Details of the stakeholder engagement is documented below.

Public Engagement

On Monday 10th, Wednesday 12th and Friday 14th February 2020 between 7.00am-12.00pm, the project team alongside representatives from partner organisations including High Speed 2 (HS2), West Yorkshire Combined Authority (WYCA), Network Rail (NR) and the Department for Transport (DfT) distributed leaflets to passengers and station users within Leeds Station. The leaflets provided a comprehensive overview of the project and invited comments and feedback via the project email address.

These events also allowed the opportunity for the project team to talk directly to station users about the proposals and their experiences of using Leeds Station. The team also invited the public to provide feedback using an online or paper survey.

In addition to the public and business engagement events a 'Your Voice' survey was launched on the West Yorkshire Combined Authority's website on the 31st January and closed on the 11th March 2020. This online survey offered further opportunity for public comment and feedback to be incorporated into the scheme where practical. The survey was comprised of 36 questions split into 83 component parts. Respondents were invited to complete and submit the online survey, and a total of 533 people responded. Paper survey copies were also offered at the station engagement events in February.

To encourage more people to participate in the engagement, a Facebook advert was launched from 28th February up to and including 11th March 2020 targeting people aged 16 and above within a 1 km radius of Leeds Station. This advert also directed users to the webpage. During this period the advert reached more than 45,000 people, resulting in 2,312 clicks to the webpage.

Connecting Leeds' GovDelivery email database was also utilised during the same week, with an email distributed to nearly 6,000 subscribers. This was complemented by a Facebook post

Business Engagement

On Tuesday 11th and Thursday 13th February 2020, the project team alongside representatives from HS2, WYCA and NR held drop-in sessions for local businesses and residents in close proximity to the station. These engagement events took place at 34 Boar Lane, Leeds, a newly refurbishment office block with views over the station. Several businesses attended and aired their concerns and queries to the project team.

Over 5000 leaflets were distributed during the public and business engagement events, with further leaflets being left for information at Leeds University Campus, Leeds College of Building, Leeds Beckett, the bus station and the Sky office.

Targeted Equality Related Engagement

A number of engagement events have been held with groups representing access and equality. These include:

- Access and Use-Ability Group
- Inclusive Design Group
- Leeds Disabled People's Organisation
- Network Rail Built Environment and Accessibility Panel

AUAG (and sub group)

The first meeting with the AUAG took place on the 28th January 2020 prior to the general public engagement. It was clear from the outset that some members of the AUAG had serious concerns regarding the relocation of the taxi rank from New Station Street to Bishopgate. The project team were not able to discuss the proposal and the drivers for change fully, due to the vocal objections. The presentation of the project was not completed and it was agreed that the project team would reconvene with a sub-group of the AUAG. An action was taken at the meeting to hold a separate, smaller group meeting to discuss the station issues with the Station Development Senior Management Team.

Colleagues from the Communities Team were asked to organise a meeting and a number of dates were offered to members of the AUAG sub group, along with the offer for LCC to pay all transport related costs so that members could attend in person at Merrion House in Leeds City Centre.

The dates proposed for the sub group meeting were:

- Tuesday 25th February 2020
- Wednesday 26th February 2020 up until 11.00am
- Monday 2nd March 2020
- Tuesday 3rd March 2020
- Wednesday 4th March 2020

The AUAG sub group members advised the council that these dates were all unsuitable. A couple of alternative dates were suggested, however these coincided with key LCC officers being on

annual leave between 6th March and the 18th March 2020 inclusive. Further discussions were held about scheduling the meeting on either the 24th or 26th March 2020, however the Chair of the AUAG was on annual leave week commencing 23rd March and therefore was unable to attend, rendering this meeting impossible.

During this period the Coronavirus was beginning to develop and on the 17th March Leeds City Council Chief Executive advised all members of staff that where possible colleagues were to work from home and not return to the office. This was followed by the Government's lockdown restrictions on the 23rd March 2020.

The project team were advised during this period that all AUAG activities would be temporarily suspended whilst an appropriate method of communication was established. The method had to adhere to the latest Government guidelines and social distancing. The project team were keen to continue the dialogue with the AUAG Sub group and following advice from the Communities Team it was agreed that because remote communications (Skype, for example) would have excluded members without the relevant technology, the decision was made to issue a briefing note to members of the AUAG rather than meet in person, which would also have been a violation of lockdown measures.

A separate briefing note was also produced for the Hackney Taxi Operators which focused on taxi rank operations. Both notes provided the context and background of the scheme, a description of how the concept design has developed, the inclusive design measures that have been incorporated and details of how the taxi rank will function at the station. The note also asked that members of the AUAG Sub group provide feedback or advise regarding the most appropriate method of communication going forward. The briefing note was issued to members of the AUAG sub group via the Communities Team on the 27th March 2020 and directly to the Hackney Taxi Operators on the 4th May 2020.

Following the submission of the briefing note, further communication took place between the West Yorkshire Combined Authority, Leeds City Council and the Access Committee for Leeds, a summary is provided below (please note that some members of the AUAG sub group also represent the Access Committee for Leeds):

- Letter from the Access Committee for Leeds to Cllr Susan Hinchcliffe dated 10th March 2020. Cllr Hinchcliffe and Cllr Mulherin's response dated 21st May 2020 included the offer to host an independently chaired workshop to discuss the Access Committee for Leeds' concerns regarding the scheme.
- Letter from the Access Committee for Leeds to Leeds City Council Chief Executive Tom Riordan dated 28th May 2020. Chief Executive Tom Riordan's response dated 15th June 2020 extended an invitation to host an independent, inclusive design virtual workshop and / or a virtual meeting with members of the Access Committee for Leeds and AUAG sub group.
- Letter from the Access Committee for Leeds to the Project Manager dated 4th June 2020 declining the invitation to attend an independent design workshop and / or virtual meeting. Their reasoning was that they felt the workshop's scope would be too limited to sufficiently address the particular equality need of having a working Taxi Rank located on New Station Street. Karen Blackmore responded to this on 17th June 2020 and reissued an invitation to an independently facilitated workshop or a meet to discuss options and ideas.
- Email from the Access Committee received by Leeds City Council on 19th June proposing seven dates for the aforementioned meeting. The date of the meeting was set for the 15th July, pending a decision on venue and meeting method (remote/face-to-face, etc).

- Further email exchanges took place between the 7th and 13th July involving the Access Committee for Leeds and the Head of Station Development at Leeds City Council, Angela Lawson. These emails were logistical, regarding the venue, attendee requirements and selection of an independent chair.

In preparation for the 15th July meeting, a number of internal and external venues across Leeds were explored and assessed against the following criteria: Coronavirus safety capabilities, the AUAG sub group's reasonable adjustment requirements, attendee capacity (adherence to social distancing guidelines) and availability at short notice (staff in the building to facilitate) as well as their technological connections to video conferencing facilities. The project team identified a suitable venue based on these criteria, however following an internal health and safety review, Leeds City Council's Health and Safety Team contacted the project team to state that a meeting of this size was not to be conducted during the lockdown period and that a restriction of six people per room was in place to ensure proper social distancing precautions could be met.

As such, the decision was taken to host the meeting at Merrion House with four members of the AUAG sub group in attendance, alongside two Leeds City Council Officers, with reception and IT on standby for any technical or access issues, putting these staff at risk. All other attendees were to join the meeting virtually.

The AUAG sub group specified that Zoom was preferable. Leeds City Council's in-room technology supports Skype only. After engaging with Leeds City Council's Digital & Information Service who confirmed that we do not have a solution for hybrid meetings with members of the public joining via video conferencing and people joining via a Leeds City Council office, the project team trialled the system but ultimately, after half a day's efforts found the above to be the case. Only fully remote calls would work.

The AUAG sub group were updated on this finding and were offered a fully virtual Zoom call, which was accepted and accommodated at short notice. The meeting was held as scheduled on the 15th July and at this meeting it was agreed that the same attendees including independent Chair Mick Ward would meet again on a bi-monthly basis, with the next meeting to be set for August to maintain momentum.

Since the 15th July, a further three meetings have been held with the AUAG sub group on the 10th August, 24th August and 7th September. A further meeting is scheduled for the 10th November. Please note that the Unite Union also attended the meetings on the 24th August and 7th September. A member of the JTC attended the meeting on the 7th September 2020.

The AUAG sub group have been consistent throughout the discussions that the proposal to relocate the taxi rank is discriminating against people with protected characteristics as defined by the Equality Act. The AUAG Sub group advise that the increase in distance of 15m and level change of 3m (step free access is provided by two passenger lifts and the route along Bishopgate) provides an additional obstacle for disabled people to navigate and as such prevents them from living independent lives. The AUAG sub group have also advised that the new lifts are a form of discrimination as presented in the case studies provided by the Access and Use-Ability sub group.

At the meeting on the 10th August the AUAG sub group asked the project team to identify options to retain the taxi rank on New Station Street. Two options were initially considered, firstly retaining the taxi rank in its current location but installing a new island to provide kerbside boarding and secondly relocating the taxi rank to outside the station entrance in front of Pret a Manger. Both options were discussed with the AUAG sub group at the meeting on the 24th August where it was highlighted that both of these options would result in the pedestrian pinch points remaining on New Station Street (by the Queens Portico, outside the Platform Building and along NSS heading towards Boar Lane). As such New Station Street would be unable to accommodate the Network Rail pedestrian growth forecasts of 70 million by 2043.

The Unite Union representing the Hackney Operators attended the AUAG sub group meetings on the 24th August and the 7th September. At the meeting on the 24th August a representative from the Unite Union advised that to remove the pinch point from the area of New Station Street that heads towards Boar Lane the taxi feeder rank could be restricted to the Neville Street Bridge only. Under this proposal the rank would relocate to the station entrance and accommodate three vehicles and the feeder rank would be on the Neville Street Bridge and accommodate six vehicles. This would allow the traffic to reduce to one lane on New Station Street generating space to widen the footpath along the route to the Boar Lane junction and removing the pinch point. To remove the other pinch points on New Station Street, the AUAG sub group suggested terminating the footpath on the left hand side of New Station Street towards the Queens Hotel just after the taxi rank and encourage those people coming out of the station who wish to head towards City Square to cross the road outside of the main station entrance and continue their journey on the right hand side of New Station Street. The AUAG sub group also suggested the installation of an uncontrolled crossing outside the station in order to help facilitate the movement of taxis from the feeder rank to the main rank outside the station.

Under the AUAG sub group proposal all buses will be removed from New Station Street and the taxi rank that was proposed for Bishopgate will become a bus stop instead. The steps, passenger lifts and cycle hub would all remain as per the planning application proposals.

To prevent unauthorised access into New Station Street, the AUAG sub group representative from Unite agreed that the barriers should remain at the Boar Lane end of the street and be monitored by ANPR cameras.

It was agreed at the meeting on the 24th August that the project team would undertake analysis on the alternative option known as 1B put forward by the AUAG sub group and Unite Union. The analysis would assess the ability of the New Station Street to accommodate the increase in passenger growth (70m by 2043), security of station users, pedestrians, cyclists and members of the public, the wider highway network and the ability of the taxi feeder rank to effectively and efficiently recharge the main rank. In addition it was also agreed that feedback would be sought from Network Rail, British Transport Police, West Yorkshire Police Counter Terrorism and Highways colleagues on their proposals.

This analysis work has been concluded and the findings are as follows,

- Both the planning option and the alternative proposal have been reviewed by the Network Rail Built Environment Access Panel (BEAP) who advised that they support the planning option as their preferred option
- The highway junctions modelling demonstrates that by reducing the taxi rank and feeder rank on New Station Street the impact on the junctions leading to New Station Street is critical and would not be supported on the grounds of highway safety.
- A number of options were looked at with Network Rail to create the secure barrier between New Station Street and Boar Lane; a rising bollard would not work with the volume of taxis given the time it takes the bollards to rise and fall; this was also the case for an automatic arm barrier; a manually operated arm barrier was also not an option given the risk to the operator

Pending a final resolution by both the Council and Network Rail on the proposed option to implement, at this time the design team will be progressing further work on the proposed option of relocating the taxi rank to Bishopgate.

Inclusive Design Group

On the 8th September and 12th October engagement meetings were held with the newly formed

Inclusive Design Group (IDG). The group was formulated by the Council's Access Officer and brought together representatives from other organisations including Leeds Sight and Hearing Loss and Women's Voice. Members of the group represented all the protected characteristics as defined under the Equality Act with the exception of Transgender, Older People and Pregnancy due to there being no appropriate representatives at the time. Questionnaires were also issued to the members of the Inclusive Design Group in advance of the meeting to obtain feedback on peoples' experiences of Leeds Station.

Tactile plans were offered to vision impaired members of the Inclusive Design Group to aid discussion. Familiarisation sessions with the Council's Access Officer were held prior to the meeting to assist users.

The purpose of the meeting was to discuss and seek feedback on the proposals submitted for planning and the AUAG sub group's alternative plan for retaining the taxi rank on New Station Street.

It was also really important to obtain the group's experience of using the station environment. The below paragraphs are direct comments taken from the minutes of the meeting on the 8th September.

Feedback on current experiences:

Dark Neville Street

"DAWN Representative (AW) commented (repeated by BM) that when using this space she found it difficult to find the entrance to the South Concourse as it wasn't easy to navigate the space and there is a lack of signage and wayfinding.

AB echoed that when they built the South entrance it was on a different level to Dark Neville Street and this significant level change meant negotiating round a convoluted ramp which is a problem. He believes this was built raised because of flooding risk but the rear end of Dark Neville Street is potentially floodable. He also stated the poor signage.

The carer's representative expressed that she feels the Dark Arches are difficult to access as there is a lot of parking and traffic. It is difficult for pedestrians and cyclists. The signage is poor and from the picture presented as part of the presentation you can see it is used as a parking lot.

SR stated that he has used the Dark Arches entrance to get to the South entrance as well as the entrance whereby you go behind the Hilton Hotel and up the flights of stairs and the entrance whereby you go up the stairs over the bridge to where there are a couple of restaurants and walk up the side – has used all the entrances for this particular area.

SR continued to state he has found the quality of the pavement/tarmac is very poor and uneven. It retains water quite a lot and in his experience if you are going under to access the station (to access the ramp) you can at times be taking a big risk because there are cyclists, cars, vans and big wagons. He has walked under with his guide dog previously and there is a painted white line on the right hand side to denote a pavement but is not a conducive area.

In regards to the lighting SR informed the group that the multi-coloured lighting is not good and mentioned that personally they 'play havoc' with his vision. It is not a comforting or welcoming area and is very aware of his surroundings when in the space. Whatever is to be done in the Dark Arches, it needs to make sure those using it feel safe there. When it's very heavy rain, the area where the lifts and stairs are on the South entrance are wet and slippery/not great under foot. This is something Network Rail need to look at. SR mentioned he is glad this is no longer an entrance he has to use.

CR echoed that he is thankful he no longer has to use the Dark Neville Street entrance because of

what has previously been said, pointing out that the lighting affects him also.

PL agree with all that has been previously stated but added that the change in lighting between the different places going into Dark Neville street and the bright multi-coloured lights need to be improved due to the glare that they cause but also going from different light conditions, daylight to dark lighting, something could be done to improve that to enable your eyes to adapt.”

Neville Street

“JM reiterated that although she is representing carers in the meeting she does also cycle and mentioned that it is very difficult crossing the road if you have limited mobility and it is a long way to the crossing. As a cyclist it is ‘suicidal’ turning right into the Dark Arches or out onto Neville Street.

PL spoke to the group about noise and pollution stating that it is an unpleasant experience walking down Neville Street. He finds it quite disorientating going into Neville Street as it becomes very dark and due to his visual impairment he finds it difficult for his eyes to adjust quickly and similarly leaving Neville Street, going from dark to light. With the traffic noise it is disorientating and is unsure if anything can be done in regards to noise dampening. The combination of light and noise pollution is the concern for Neville Street.

SR echoed PL’s thoughts and described Neville Street as an ‘awful place’ and an unpleasant experience. As PL said, SR has the same difficulties with adapting to the lighting (dark to light and vice versa). The vehicles entering and leaving the arches creates uncertainty. The noise is disorientating as the walls appear to vibrate particularly when heavy trains are crossing above which is unsuitable for those that rely on hearing to compensate for whether anything is coming towards you.

SR also highlighted that the street is also one of the worst polluted streets in Britain which would be an unpleasant experience for those with respiratory difficulties. Therefore the plans would improve the street quite dramatically, particularly in regards to the lighting and make it a less threatening place.”

New Station Street

“AW commented that the pavement is narrow and becomes quite congested so as a result people have to walk on the road.

CH informed the group that this is the entrance that he usually uses when entering the station. He would echo AW’s points that the pathways are very busy, so half the time you have to go on the road and also notices there’s a lot of cars parked on the pathway which once again results in people going onto the road which is quite complex with taxis and buses creating that vulnerability. Also, it seems to contain a lot of water making it slippery.

SR stated that when turning right out of the station onto New Station Street he has experienced that you have a relatively narrow footpath. As you follow the footpath round to where British Transport Police are based towards one of the entrances to the multi-storey car park the path gets wider which makes things easier. The flag stones on this side are not great, there has been heavy wagons on these previously. Once you are passed the entrance to the car park and heading towards the Evans Cycle Shop on the right the path becomes narrower as you get to the Boar Lane entrance and then everyone is on top of each other. Here there is congestion at the crossing on Boar Lane to go towards Albion Street with Café Nero on the right and Hotel Chocolat on the left, so this is not great.

SR informed the group that as previously mentioned by CH it does retain water and especially if leaving that entrance in the early morning (SR previously used the station pre-7am) and if it hasn’t been gritted it is very slippery. On the opposite side of the road, where Friends of Ham, crystal shop and Brewery Taps are, the path is absolutely atrocious and SR only ever uses this path when

crossing to access Friends of Ham.

SR continued to state that he will only cross the road with his wife or friends because he does not trust the taxis or buses that use this road. Although his guide dog is trusted and reliable, he (the dog) is not confident crossing, therefore as a blind person the path on the opposite side to the multi storey is pretty much non-existent and would not consider using it. Aside from the reasons previously mentioned, the only other time SR has used this path is when there was a lot of building work going on, on the car park side. So if people did not want to walk on this pedestrian area then they had to use the other side. Again on the other side the quality of paving is not great, very slippery in the past. This particular area demonstrated in the photo is a 'big let-down' and a lot of work has been done and proposed to be done at the station and then you get to this point and let down.

PL followed SR comments to mention the levels of the footpath are quite disorientating because it is flat and then curved up to meet the highway on the right hand side (this is the footpath on the left past Brewery Tap towards the steps to the underpass). Some of those levels could do with looking at to make it safer, noting those who are visually impaired or in wheelchairs or have pushchairs. It narrows at this point and is quite difficult to pass at times.

AB echoed all the points mentioned, particularly those on the footway meeting Brewery Tap being substandard and too narrow. It also quite often dangerous to cross over to this side even opposite the station entrance to get down there. AB mentioned that we should be looking at narrowing the road way and expanding the footway that serves all these premises.”

Feedback on the proposal submitted for Planning

Dark Neville Street

JM felt that what is being proposed is a big improvement specifically the no motorised traffic. She described the area as claustrophobic and that if the archways are covered by art work could add to the sense of claustrophobia. Some of the arches show great Victorian engineering and it would be a shame to cover these.

SR referred to the artist's impression that he was viewing and felt a concern that crossing the entrance to the dark arches with motorised vehicles coming in/out it can be quite difficult to hear them approaching and therefore puts full trust in his guide dog. With the cycle path going down the middle, cyclists may not be mindful of those crossing Neville Street under the rail bridge (passed the arches).

New Station Street

PL mentioned that wider pavements bring benefits but also can bring issues. It was mentioned that some of the pubs and cafes may have seating outside but this can become a hazard for pedestrians, particularly those with a visual impairment or those with wheelchairs.

AB responded to say that he understands that there are a lot of potential conflicts that need to be worked through in this process, the design addresses most of what people have brought up which is great.

AB felt that the new location for the taxi overflow is better as well. The proposal to move buses from the front means that for many people a longer walk to interchange between buses and trains, so how is a balance created. For example, catching a bus for airport passengers is that their bus is right outside the station entrance if carrying heavy luggage, but need to make sure to reduce the impact of buses outside the station but don't make it so people have to walk a long distance across the station to connect.

Plaza and Bishopgate

AW stated that (repeated by BM) that she is pleased about the removal of the spiral staircase and the rotunda building because it is dark, unsafe and an unpleasant place. So removing this and replacing with wider more open steps is seen as a definite improvement.

KP expressed they are happy that something is to be done with the current taxi rank, as it is a nightmare. This is because you have to get in on the wrong side of the taxi as the taxi door is on the wrong side. More than happy to see the taxi rank be moved and made more practical. The only concern is that was mentioned that getting from the front of the station to the stairways and way finding from that (especially for someone who is totally blind), if there is some way of navigating across the plaza that will be essential. So there will be lots of seating there which is great but obviously this potentially leads to real navigation issue ('bouncing off' things and planters etc.) Know that is fairly granular detail but would really want to see how it will work in regards to navigating the large open space. KP reiterated again to get rid of the taxi rank.

PL stated that he understands what has been said but like KP, he believes it is important to make sure people are not crossing into traffic when entering a taxi vehicle. With the relocation it solves that issue. In terms of ease of access for those with mobility, the lifts that will be in the new hub building will make it more practical for those with mobility issues whether that's because they have difficulty walking or young children with wheelchairs or push chairs etc.

AB firstly was happy to see (and hoped they weren't going to change between the artist impression and the delivered thing) benches that can be lied down on. AB stated that he has mentioned this in other engagements with BM before, that people with fatigue conditions sometimes actually need to lie down when they are out and about for short periods as fatigue becomes too much. AB was very glad to see those and hoped they do not get removed because the idea of benches that people can lie down on is very unpopular.

SR echoed the points raised by KP and PL, that they were absolutely spot on and that there is no one size fits all. Having the kerbside loading at the proposed taxi rank is ideal because as previously mentioned, when getting in/out of a taxi on the far/opposite side to where the driver is (where it currently is at the moment) boarding it safely. As a guide dog user, the guide dog travels in the front with SR and having to walk round the front or back of the car with another behind itching to get out, they do get quite aggressive, it means that his dog can get in/out the same as any other guide dog user as most dogs travel in the front with the owner whether it is saloon or in the back when it is a traditional taxi style.

BM continued that also from the new layout, there is less likelihood of being rushed and there are some known incidences of when wheelchair users have been pushed into vehicles so quickly that they haven't been strapped in properly or they have been asked to board in the middle of the road to not hold up the rank. BM just wanted to clarify that there is this additional benefit which is one of the reasons this proposal is preferred as it does benefit a number of different groups and users.

Not all members of the Inclusive Design Group were in favour of the planning proposal of relocating the taxi rank to Bishopgate.

"AB wanted to raise concern about where buses are going to be and how easy bus to rail interchange is going to be with moving bus stops around and the removal of traffic completely from city square. There is a risk, in addition to bus rail integration being very poor in the suburban stations of Leeds as well, that we are going to be making it hard for those with mobility issues to change between buses and train and really separate those two modes out when we should be integrating them.

JM also agreed that the taxi rank is in the wrong place and that you have to get into the vehicle on the wrong side. JM felt that in regards to moving the taxi rank it should be closer to the station as it is very inaccessible where it is being proposed. JM would rather it stay where it currently is rather than be moved further away. When discussing connectivity JM felt that 'fairly fit people' have been in mind and it is a trek from the platform and across the concourse, so if it was right outside the

station where the buses are now that it would be a great help. The proposal is moving the taxi rank far too far away for people who have mobility difficulties”.

Access and Use-Ability Group sub group alternative proposal

“SR said he can just imagine a lot of people coming in and the mention of three crossings is going to exacerbate things. Looking at making it pedestrian friendly and accessible and thinking of cyclists but pushing the taxi rank to there and cycle lane on the other side of the road to Bishopgate to avoid confusion, as long as cyclists stay off the paths as they should because they have more cycle paths to go on then this is ideal. Personal opinion is to keep the taxi rank as far away as is feasible from the main entrance because it is going to cause so much of an issue when close to the entrance with crowding.

SR informed the group that when you use to be able to get taxis right in front of the entrance, when it was by the side of the Queens Hotel, it was an absolute nightmare trying to navigate that using a long cane or a single cane. It is so difficult because people boarding the taxis cause crowding. So it does need that location away from the entrance to make things a lot more calming and a lot more sensible.

KP then reiterated that 200 taxis an hour and uncontrolled crossings to cross over towards Bishopgate (or that direction) from his point of view was dangerous. Speaking on behalf of the clients who use Leeds Sight and Hearing loss this would be a show stopper crossing and these people could not use this exit and route. KP while not wishing to make an argument for the position of the taxi rank but instead wanted to be clear that it would have to be a controlled crossing to make that work for crossing in any direction.

JM was glad to see that it has been considered to have a rank outside the station. JM could understand the points made about the crossing, but the rank is where JM would want it. A crossing with no stop button seems quite difficult and thinks for someone with visual impairments would be very difficult. Pleased it has been considered and this is almost as close as it is in Kings Cross and Harrogate.

JM concluded that she liked the proposal and for people getting into a taxi they would not have to do any crossing. A lot of people get a taxi that don't get the London train and for JM this looks good as she would be in the taxi with her parent or would've been with her brother who would've been getting in with a wheelchair on the correct side or in the back and they would not have to cross any streets or trek down to Bishopgate.

It was clear from the discussions and the evidence provided above that there are serious concerns regarding the current situation on Dark Neville Street, Neville Street and New Station Street. There was also strong support for the proposals submitted as part of the planning. It must be noted, however, that a member of the group clearly preferred the alternative option of relocating the taxi rank outside the station entrance. The carer representative felt that the increased distance and change in level would make it more difficult to access a taxi at the station regardless of the new passenger lifts.

Leeds Disabled People's Organisation

A meeting was held on the 16th September with the Leeds Disabled Peoples' Organisation (LDPO) to discuss the project proposals alongside peoples' experiences of using the station. Again members of the LDPO were offered tactile plans to aid discussions. Some members of the LDPO were part of the Inclusive Design Group but this meeting was convened to allow wider LDPO member participation and to suit other members who work during the day and hence couldn't make the previous session.

Members of the Leeds Disabled Peoples' Organisation were asked for their opinions of New Station Street and feedback on the planning and alternative proposals for the taxi rank. Below is

extracts taken from the minutes at the meeting on 16th September 2020.

New Station Street

“AB responded it is trying to fight through people in the narrow sections because the footways are at capacity with those arriving. It is often a struggle, particularly when having to catch a bus to the city centre and not having time to get through. There is an issue of trying to work out how to get through, the Wellington city square entrance is easier and this side is much more difficult

GS stated he does have experience of using Leeds Station and that getting access to Leeds Station usually from the side of Leeds he comes from is down Wellington Street and to use the Aire Street entrance (where there is a big circular hallway with a set of offices to the right). But when he had to use New Station Street previously in a powered wheelchair (looking at the image on screen) uses the side of the road with the multi storied car park on as he finds the pavement slightly wider. As mentioned earlier the side with Brewery Tap on is a little narrower and then coming to what AB said, he finds that anytime of the day there are people walking up and down and in rush hour it is very difficult as a wheelchair user to navigate the street without hitting anyone at low speed. Generally if using the station, mostly uses the Aire Street entrance (not the one by Queens Hotel but on the other side of the Station where the offices are within the station)”

TH informed that group that they are similar and that it is quite a compact area in general and prefers the entrance where the Queens Hotel is as it is easier to navigate

POD mentioned that he concurs with GC and TH as he has used New Station Street once or twice and that he finds it very narrow and although not a wheelchair user it is difficult to walk on. His apartment is close to Wellington Street so almost always uses the Queens Hotel entrance.

TH stated that he quite often feels ignored at this taxi rank, this may be a function of it being so busy but it is quite often that they see someone in a wheelchair and even though they have the facility to take them, they quite often do not ‘bother’ and keep on going round. It is so congested that it can be difficult to make yourself known

TH stated that this is something he has addressed quite a number of times and quite often he is not secured in the way they should be when they get into the vehicle. Describing that sometimes they put one restraint on or just ask if they have a belt until you insist they put on two restraints. TH continued to say that he and GC have spoken to taxi providers in Leeds about this issue but it is something that needs more engagement.

GC then also mentioned he has used the taxi rank many times but not very recently since they have redeveloped the Station entrance with the new pedestrian area outside the concourse. However, in his experience to comment on what has just been said about rear loading and side loading, when he has queued for a taxi he has joined the back of the queue under the roof just to the right back of centre. When he has got to the front of the queue, rather than being loaded on the island in the middle of the loading area and when it is a powered wheelchair the non-wheelchair accessible taxis drive on and let the next wheelchair accessible taxi pick him up which is normally 2/3 vehicles behind him. What this taxi will do is drive to the left outside the taxi concourse and onto the side of the road.

In GC powered wheelchair it is a rear loading vehicle and the taxis will pull up to the left of the photo to the side of the road and GC will drive his wheelchair onto the taxi.

GC has sometimes used this pick up point in a manual wheelchair with another person/people present and in this instance they have got into a ‘normal’ taxi and the taxi has pulled up to the left of the photo and whoever is with him has help put the wheelchair in the taxi. GC has never used the ‘island’ for side loading a vehicle”.

LDPO Feedback on Planning Proposals

POD stated he was glad of the wheelchair shelter and the proposal for the new taxis sound good

GC stated that he felt Leeds Station is a difficult station to access and is difficult to get to. GC used to work south of the station in Holbeck and (before the Southern entrance was built) has seen the crowds of people that used to walk under the bridge passed the Dark Arches to get to Bishopgate and thinks the proposals is a great improvement and feels that they will get people to the station a lot quicker with the use of the staircases and the lifts (as well as the use of the Southern entrance).

GC continued that he thinks this is doing the best that can be done with Leeds Station and thinks it will be a good solution to the problem in his view.

LDPO Feedback on Alternative Proposal

POD mentioned he would be very interested to know which groups are advising the taxis are to stay on New Station Street and also is very opposed to the idea as it compromises things such as the proposed cycle lane. Need to consider the context of climate change, Leeds City Council declared a climate emergency last year so need to think about where Leeds Train station will be in 2043 but also where the climate will be by 2043 and the science indicating this will not be the best case if things continue the way they're going. The cycle lane is not going to fix all the problems, but it is a step towards decarbonisation so this needs to stay.

POD continued to stated that the uncontrolled crossings is an absolute no and that it was mentioned this was advised by some disabled people and understands there are different access needs for different people but struggles to think of someone with an impairment or the general public as doesn't think it would be helpful at all. So very much in favour of the first proposal and not a big fan of the alternative idea.

GC stated that looking at the second option and listened to the reasoning. As a wheelchair user can see the argument that some disabled people may give for wanting taxis as near to the station as possible. There have been times GC has propelled himself, by himself, and come out late at night when people can be a bit merry and not felt the most secure and has been glad that coming out of that entrance to the station that the taxi rank has been right next to that station as made him feel more secure.

GC concluded to say that he can see why people would want taxis next to the station, but with having taxis coming down the right hand side of the U shape, can see how this will be uncomfortable for pedestrians so is still on balance in favour of the first (planning) proposal

Network Rail Built Environment and Accessibility Panel

On Thursday 24th September 2020 the project team presented the planning proposals and the alternative proposal for the taxi rank as put forward by the Access and Use-Ability Group sub group to Network Rail's Built Environment and Accessibility Panel (BEAP). The BEAP consists of technical experts in the field of access and inclusion as well as disabled people. BEAP is one of Network Rails mechanisms for engaging about railway projects and has a national remit to review and advise on proposals.

The BEAP group fully supported the proposals submitted as part of the planning application with the taxi rank located to Bishopgate. Valuable feedback was obtained from members which will be incorporated into the detailed design.

Age Friendly Leeds

The proposals for the station were presented to Age Friendly Leeds on the 25th November 2020. Overall the proposals were positively received. Members raised questions regarding the types of seating on New Station Street, the paving materials and arrangements for the relocated bus stops.

Wider Engagement

Further engagement has also been undertaken with the following stakeholders:

- Network Rail – meetings held on a fortnightly basis with LCC and we understand that Network Rail are also undertaking engagement with all their tenants on a regular basis.
- Access and Use-Ability sub-group re taxi-ranks/Corn Exchange etc – Thursday 19th December 2019
- Leeds Chamber – 6th January 2020
- The Queens Hotel – 8th January 2020
- Councillor Judith Blake CBE, Leader of Leeds City Council – 27th January 2020
- Councillor Lisa Mulherin, Executive Board Member for Climate Change, Transport and Sustainable Development, Leeds City Council – 27th January 2020
- Councillor Mohammed Iqbal, Councillor Elizabeth Nash and Councillor Paul Wray Ward, Members for Hunslet and Riverside Ward – 28th January 2020
- Councillor Gohar Almass, Councillor Angela Gabriel and Councillor Andrew Scopes, Ward Members for Beeston and Holbeck Ward – 29th January 2020
- Train Operator Companies – 3rd February 2020
- Leeds Civic Trust – 4th February 2020
- Rt. Hon. Hilary Benn, Member of Parliament for the Leeds Central Constituency, which covers Leeds City Centre – 7th February 2020
- Cycle Forum Sub Group – 12th February 2020
- Bus Operators – 20th February 2020
- Leeds BID – 20th May 2020
- British Transport Police – 22nd May 2020
- West Yorkshire Police – 22nd May 2020
- Connecting Leeds Expert Panel – 10th July 2020
- Leeds Civic Trust – 14th July 2020
- Leeds Bradford Airport – 16th July 2020
- Bus Operators – 20th August 2020
- British Transport Police – 2nd September 2020
- Network Rail Built Environment and Accessibility Panel – 24th September 2020

A bulletin was posted on Leeds City Council's internal forum website which includes members of DAWN (Disabled And Wellness Network – a pan-disability group of employees). Unfortunately despite a number of attempts no feedback was received

West Yorkshire Police and British Transport have raised concerns about the security of New Station Street. Under its current layout New Station Street acts like a funnel and therefore poses a security risk in the event of a vehicle borne attack as passengers and station users will have difficulty to disperse. Their preference and to improve security is to remove all vehicles from New Station Street and install bollards at the both ends of the street to prevent authorised access.

Are there any gaps in equality and diversity information

Please provide detail:

The project team have not been able to engage with anyone who represent the characteristics of transgender and pregnancy. Attempts have been made to reach out to these hubs. Efforts will

continue to engage with people who represent the characteristics of transgender and pregnancy.

Action required:

The project team commit to seeking out the views of people who represent the characteristics of transgender and pregnancy by using contacts within the Council and directly targeting support groups within Leeds.

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

Yes No

Please provide detail:

Engagement has taken place with station users and passengers, businesses and residents in the local vicinity of the station, bus operators, hackney taxi operators, Network Rail, The Queens Hotel, West Yorkshire Police, British Transport Police, West Yorkshire Combined Authority, Leeds Bradford Airport and local access groups.

Details of the engagement events that have taken place are outlined in the above section.

Action required:

Engagement is an ongoing process and will take place throughout the duration of the project. As the project progresses into detailed design and further information becomes available, all stakeholders that have been previously engaged with will be given the opportunity to comment further on the plans. Regular meetings with the AUAG, IDG and LDPO will take place during detailed design.

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

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:

Stakeholders

Services users

Employees

Trade Unions

Partners

Members

Suppliers

Other please specify

Potential barriers.

Built environment

Location of premises and services

Information and communication

Customer care

Timing

Stereotypes and assumptions

Cost

Consultation and involvement

Financial exclusion

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:

Pedestrian priority areas on New Station Street

Create pedestrian priority area on New Station Street through the relocation of the taxi rank to Bishopgate Street and bus stops to locations on Boar Lane, Infirmary Street and Wellington Street (these areas have been upgraded and capacity increased for pedestrians and buses as part of the LPTIP, City Centre package and WYTF schemes) Service deliveries will be time managed to avoid peak pedestrian flows. Emergency vehicle access will remain as existing.

Pedestrians and cyclists will be able to access the 'old road' and wider pavements will be installed providing additional space to accommodate the increase in passenger growth. Kerb separation will be maintained with 60mm kerbs so that pedestrians are not forced to mix with cyclists.

New Station Street will be transformed with new paving, soft landscaping, seating and a revised lighting scheme.

Positive Impacts

- The removal of buses and taxis creates a safer environment for all users, particularly disabled people and people with young children by providing a distinct traffic free space.
- The removal of buses and taxis from New Station Street will allow the public space to be completely transformed. The installation of seating of different types and heights will provide multiple rest areas for pedestrians including disabled people, older people, carers and pregnant women helping break up journeys.
- Wider pavements on New Station Street will allow the dispersal of people generating more space. This will help reduce the feelings of intimidation and claustrophobia that being in a crowded area can cause and allow people to take more time whilst on their journey. This will be of particular benefit for disabled people, neurodivergent users, people living with dementia and others who find crowds uncomfortable.
- Pathways will be widened to allow two pedestrians to always travel side by side, allowing for carers or passengers with assistance dogs to travel comfortably around the station.
- Refurbishment of the pavements will provide new, accessible, even surface, 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 effort required to propel for manual wheelchair users.
- Less cluttered routes will significantly benefit all pedestrians, including disabled people, people with children/pushchairs and older people.
- Seating will be introduced to allow people to rest, for example if they have a respiratory condition or stamina related impairment.
- Clear, spatially memorable and straight pathways will be created to and from the station to the new lifts using strategically placed street furniture, giving everyone an intuitive walkway to and from the larger taxi rank.
- Accessible street furniture complemented by soft landscaping and shading (where structurally possible) will create a more mindful, relaxing space in which to meet, rest and plan onward journeys. Street furniture will meet the British Standard (BS8300).
- As care givers, women are also likely to benefit from wider, smoother pavements, additional crossings and simpler junction arrangements with continuous pavements. Women visiting the city centre with children will additionally benefit from public realm improvements, including seating and planting – the first providing resting places and the latter interest for children.

- The route along New Station Street towards City Square, Boar Lane and the new taxi rank is defined through building elements, street furniture, paving, kerbs and signage to offer as many physical and visual cues as possible
- The route along New Station Street towards City Square, Boar Lane and the new taxi rank is defined through building elements, street furniture, paving, kerbs and signage to offer as many physical and visual cues as possible.
- The reduction in traffic will create a less congested, less stressful space for people with mental health conditions which could be exacerbated by the close proximity of vehicles and pedestrians.
- The removal of buses and taxis from New Station Street will create a safer environment as it will reduce the potential conflict between pedestrians (in particular children who may not appreciate the danger) and vehicles.
- The reduction in traffic will create a cleaner, less polluted environment benefiting those people who suffer from respiratory illnesses. This also contributes to the Council's climate emergency agenda.
- Existing drainage systems will be upgraded and gradients levelled where possible to minimise pools of standing water on New Station Street, thus preventing the creation of slippery surfaces which will help everyone.
- New wayfinding and directional signage to the south bank, new taxi rank and relocated bus stops will be highly visible, accessible and tactile meeting British Standards benefiting all passengers.
- This project is closely linked to other transformational highways schemes within Leeds City Centre. Together these changes will reduce the dependency on private vehicles and encourage the uptake of more sustainable forms of transport. Roads will be safer, inspiring in people the confidence to walk and cycle within the city and nearby neighbourhoods. Consequently this will have positive health benefits through increased physical activity.
- The reduction in traffic on New Station Street and the wider station environs will result in pedestrian crossing points being less crowded and easier to navigate, benefiting all users but in particular disabled people, older people and pregnant women.

Complete re-design and re-build of the station's external concourse connecting Bishopgate and key pedestrian access routes via a series of wide steps and two x 21 person lifts.

Installation of four new staircases connecting New Station Street and Bishopgate Street. The modern staircases will have large wide steps and incorporate soft landscaping and resting areas. There will be wheel gutter on the middle staircase to assist cyclists. The lifts are large in size and capable of accommodating wheelchair users, pushchairs and luggage. Entrance to the lifts will be covered by a canopy sheltering people from inclement weather. The location of the lifts has been deliberately selected, positioned by the end of the taxi shelter to reduce travel distance.

Positive Impacts

- Direct pedestrian routes from the station entrance via the stairs to the South Bank area will reduce journey times for all users.
- Direct pedestrian and cycle routes from the South Bank will encourage sustainable forms of travel having a positive impact on health and wellbeing through promoting active travel.
- A direct route from the station entrance doors to Bishopgate will be clearly demarcated in a contrasting colour surface to distinguish it from the surrounding surfaces, improving

wayfinding at the station.

- The lifts are large, 21-person capacity lifts considered appropriate for a large volume of people, including those with luggage / wheelchair / mobility scooter / young children / pushchairs
- The location for the lift tower and the commercial building at New Station Street level (above the cycle hub) was selected not only because of its proximity to the station doors/taxi rank, but also because the NW-facing wall and lift tower offer a prominent building line for people to orientate themselves with and a physical wall along which they can detect a route.
- The installation of lifts which have a safe access route from New Station Street to Bishopgate (no vehicle traffic in peak hours), and are also sized to prevent queues. The installation of two large capacity passenger lifts would be a significant improvement for people using wheelchairs or pushchairs who will now have step-free access from New Station Street to Bishopgate (and vice-versa) as well as the new sheltered taxi rank.
- The lifts are intended to be partially transparent, with glass to some elevations with a modern and clean aesthetic. In addition, the lift entrances at both New Station Street and Bishopgate levels have been carefully located directly adjacent to the new commercial space to offer natural surveillance through co-location; intended to increase the perception of safety for lift users, and to limit the sense that the lifts are an isolated feature in the public realm.
- The lifts will have tactile buttons and audio visual controls to assist blind and visually impaired people.
- Alongside the lifts multiple stair options are provided. The generous width stairs are proposed in a broad sweep, accommodating for a large number of people at busy periods. The stairs are designed to meet the British Standard (BS8300) and reduce any perceptions of confinement in small spaces. This is a significant improvement on the existing station step arrangement (the covered spiral staircase) which does not currently meet any standards.
- The stairs are proposed to be lit from the handrails (utilising an integral handrail lighting system) which allows for a consistent level of down-lighting on the step treads, making them easier to see and navigate, a detail of particular importance to people who are vision impaired.
- Carefully detailed hand rails will meet British Standard (BS8300), along with contrasted tactile paving as required by current standards.
- The stairs are arranged in multiple distinct flights. This allows each separate flight to maximise accessibility by following a straight-line geometry. None of the stairs are curved or tapered and the handrails will be at 90 degree angle to the stairs minimising the risk of overstepping or miscalculating the direction of stair flights.
- The central stair flight accommodates a bike ramp. To reduce conflict with users of the stairs who may require assistance / handrails / the ramp has been centrally placed and will be made of contrasting materials.

As discussed with members of the AUAG sub group meeting on the 10th and 24th August 2020 design consultants have looked at the possibility of installing a ramp between New Station Street and Bishopgate. Two potential locations were considered, the first towards the northern end of New Station Street by the Queens Portico and the second further down New Station Street towards the location of the lifts. Two options were considered for this location.

There are limitations for each proposal which are briefly summarised below.

Northern Ramp Location

- It would narrow the available footpath on Bishopgate to 1800mm which is the minimum to allow two wheelchair users to pass and is significantly less than the existing.
- The new ramp would be approx. 24m long which is only 8m shorter than travelling through the Queens Portico and turning right down Bishopgate at that point.

Southern Ramp Location

- Narrow the footpath available on Bishopgate to less than 1800mm which is the minimum required to allow two wheelchair users to pass.
- The ramp is 80m in total and there are no resting points.

At a meeting on the 24th August 2020 members of the AUAG sub group agreed that the ramp wasn't a feasible option. The project team have also undertaken engagement with other stakeholders and similar opinions regarding the adverse effect of the ramp have been expressed. Given this feedback and the design consultants technical opinion it was agreed not to progress this option.

Installation of a new purpose built taxi rank and shelter.

The new six car taxi rank on Bishopgate is double the size of the existing rank. The rank will be complemented by a new purpose built taxi shelter with space for seating.

Positive Impacts

- The new taxi rank is kerbed side boarding which will be beneficial to wheelchair users as the ramp can be directly deployed from the vehicle to the rank. This will allow wheelchair users to safely board a taxi.
- Kerb side boarding allows guide and assistance dogs to safely board directly from the taxi shelter into the vehicles front passenger seat which better accommodates assistance dogs
- The new taxi rank allows for the front three vehicles to depart simultaneously, therefore reducing the social pressures for people to board a taxi quickly.
- The new taxi rank shelter itself includes approximately 20 seats at multiple heights and with arm rests, meeting all user needs.
- There is space within the taxi rank for wheelchair users to move around freely.
- Enhanced lighting within and surrounding the taxi shelter will make all users feel safer, particularly at night when some users feel more vulnerable than others. Improvements to public realm, restrictions to general traffic and safety and security measures delivered as part of this will reduce opportunities for unlicensed vehicle picking up passengers from the kerbside.
- The sheltered rank has an overhanging canopy so that even if full inside, members of the public continue to be protected from inclement weather.
- The rank will provide good levels of visibility through large panels, making all users feel safer.
- The taxi marshal positioned within the cycle hub will have a direct line of the sight to the taxi

rank and shelter allowing for close supervision.

- The rank will be within the Network Rail line boundary which means that British Transport Police will continue to patrol the taxi rank and shelter making people feel safer queuing for a taxi, especially when the ranks traffic is largely from the night time economy rather than station users.
- Network Rail's Travel Assistance Service will be extended to cover the new location of the taxi rank providing disabled people with assistance if required from the platform to the taxi rank.
- Taxi watch (a scheme aimed at improving the safety of drivers and passengers at Leeds Station through increased communication, patrols and building stronger relationships) will continue to operate, as the taxi rank is within Network Rail's land boundary.

Installation of a high quality cycle hub

The new cycle hub will be located directly off the cycle lane on Bishopgate. There will be space to accommodate 700 cycles of all types along with supporting infrastructure for electric cycles. The cycle hub is currently proposed to include a commercial café and opportunities exist for Network Rail to seek a commercial partner for the operation of this venture. A number of subsidised cycle parking spaces will also be considered.

Positive Impacts

- The cycle hub will help encourage the modal shift towards cycling which in turn will have a positive health and mental wellbeing impact on people participating in well-facilitated active travel
- Improvements in cycle infrastructure will provide an opportunity for affordable travel. This is particularly relevant for young people, traditionally on lower incomes and unable to afford the costs of private vehicles.
- The cycle lane is segregated and deliberately located to the northern side of the road on Bishopgate to avoid direct conflict with pedestrians a matter of particular concern to disabled and older pedestrians.
- The pedestrian crossings on Bishopgate will have separate waiting areas for cyclists, avoiding conflict with pedestrians
- Cycling infrastructure will encourage the shift away from private vehicles towards more sustainable and environmentally friendly forms of transport significantly improving air quality within the city centre.
- Accessible and gender-neutral welfare facilities will be provided within the cycle hub
- The cycle hub will be designed to accommodate and store all types of cycles including hand cycles and recumbent cycles which are increasingly used by disabled people.

Environmental improvements - Neville Street and Dark Neville Street

Neville Street and Dark Neville Street are key southern gateway spaces into the city centre and the Leeds station area. During the development of HS2 vehicle traffic in this area will be prohibitive and so it is important that the spaces are upgraded to encourage pedestrian and cycle flow. The works to these areas include the removal of the dark cladding on Neville Street, installation of segregated cycle lanes, new lighting complementary to each type of user and new paving.

Positive Impacts

- The new lighting system to be installed in Neville Street will make all users, particularly people who may feel more vulnerable as a result of their protected characteristics to feel safer.
- The new lighting will be designed to respond to the day / night / seasonal lighting levels to minimise the transition between light and dark areas which is of particular benefit for blind and partially sighted users who find the sharp contrast from light to dark difficult.
- The increased lighting will also aid Deaf and hearing-impaired people who may be lip reading or need light to communicate using sign language. Currently the area is quite dark and fast traffic flows close to the pavement.
- The removal of the cladding and the new lighting system will create a more light and vibrant space making all users feel safer travelling through Neville Street and Dark Neville Street
- Designated footpaths being introduced into Dark Neville Street will provide a more legible environment for all users, particularly benefiting blind and partially sighted users and improving safety for all groups
- The installation of signage in Neville Street and Dark Neville Street will help all people to navigate the space better.
- Replacement paving will remove any trip hazards benefiting everyone but especially people who use a wheelchair, people who are vision impaired and young children
- The reduction in vehicles (buses and private hire allowed only) through Neville Street will make the space much quieter and calmer benefiting neurodivergent people or people use sound as clues for navigation.
- The reduction in traffic movement will create a cleaner and less polluted environment assisting people who have respiratory illnesses.
- The introduction of segregated cycle lanes will have positive impacts on those who are not confident or regular cyclists, including some disabled people who may ride an adapted bike or not feel confident or be able to travel in traffic (including those with hearing impairments).
- Segregated cycle lanes can open up cycling as a mode of transport for 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 '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 carrying weight.
- Segregated cycle lanes will have colour/ tonal contrast to aid navigation.
- 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.
- Having bespoke provision that is fit for purpose will minimise the mixing of cyclists with pedestrians and general traffic and so may also have positive effects on those pedestrians that find mixing with cyclists unsettling, as providing dedicated lanes incentivises cyclists to avoid using the pedestrian core area (riding on footpaths).

- Provision of dedicated cycle lanes will remove cyclists from the paths, which is a common complaint from disabled people.
- Neville Street is the most polluted street outside of London. A reduction in traffic through this space will improve air quality contributing to the Council's Climate Emergency agenda.

The Leeds Station Sustainable Travel Gateway project is part of the Leeds Integrated Station Masterplan (LISM) which defines the vision for the station based on the redevelopment of the existing facility into an integrated transport hub, serving the regenerated South Bank and the existing City Centre.

As such the Leeds Station Sustainable Travel Gateway project is closely aligned to the South Bank Regeneration scheme not only in terms of its geographical location and close connectivity but in that the station sits at the heart of the redevelopment of the south of the city.

There are a number of positive impacts documented within the South Bank Regeneration Equality Impact Assessment that are also relevant to this scheme. These are documented below.

- This scheme puts pedestrian comfort at its core through the pedestrianisation of New Station Street, greater connectivity to the city centre and south bank areas and environmental improvements in Neville Street and Dark Neville Street. According to a study undertaken by the South Bank Regeneration team "it was agreed by 86% of males and 79% of female participants agreed with extending the pedestrian core and public transport box into South Bank showing a desire to improve the opportunity for sustainable modes of transport across the city centre"
- "The demographics of communities neighbouring South Bank show there is a high level of people from BAME backgrounds in these communities. The improved connectivity into the South Bank from these areas will assist in improving equality of access to opportunities within the area. Improved connectivity will increase accessibility for all and will encourage walking and cycling to the city centre due to reduced journey times. This will have positive impact on health for the communities through more opportunities for physical activity" This project promotes the connectivity from the station to the south bank area through direct routes and shorter journey times. The environmental improvements of reduced traffic and improved lighting in Neville Street and Dark Neville Street will make it a safer space and encourage more people to use these routes as main gateways to the city centre.
- "Fewer women drive than men, and women drivers are likely to have less access to the use of a car. Consequently, women often have a greater reliance on walking on footpaths and local roads". Wider pavements, dispersed crowds and a reduction in traffic as a result of this scheme will be of benefit to those people particularly women who have a greater reliance on footpaths. It will make journeys more pleasant and less stressful
- "The demographics of neighbouring communities into South Bank show there is a high level of BAME communities. Differential access to the transport system and the effect of transport policies, particularly for BAME 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. One of the reasons for this is greater reliance of BAME communities on public transport, and a consequent difficulty accessing more remote employment locations. The improved connectivity into the South Bank from these areas will assist in accessing the broader economic opportunities within the city centre as well as the public transport links to access wider regional opportunities. Improved connectivity will increase accessibility for all and will

encourage walking and cycling to the city centre due to reduced journey times. This will have positive impact on health for the communities through raised physical activity". The Leeds Station Sustainable Travel Gateway project will provide closer and more direct links to the South Bank area. Segregated cycle lanes, a new cycle hub and improved footpath quality will help modal shift and increase access to education, job and leisure opportunities.

- "People from poor economic backgrounds can find the cost of running a car prohibitive and therefore are more dependent on public transport and improved pedestrian and/or cycling access may provide cheaper options in order to enable them to access opportunities including training and employment. This may also be important for younger people suffering from a high youth unemployment rate and therefore on lower incomes" The new cycle lanes and cycle hub delivered as part of this project will encourage the modal shift and provide more accessible and affordable forms of transport particularly for those people from poor economic backgrounds.
- "Preservation of Leeds' heritage could help communities develop a greater interest in their immediate surroundings, local area and its history and recognise Leeds' as a place in which to have pride. This could contribute to communities coming together to enjoy and value the history of their own communities and neighbours and the city as a whole, can be used to teach people about the diversity of peoples and industries which have made Leeds the great city it is today" This project will look to enhance key heritage areas such as Dark Neville Street. This street is of great importance to the residents of Leeds and as such the works will be sympathetic to its original style.
- "The Leeds LGBT+ quarter adjoins the South Bank, where lower Briggate meets Bridge End, and community safety was identified as an important part of the plans by the LGBT+ community. In order for the LGBT+ quarter to thrive and flourish, safe routes from the quarter to local communities and public transport would be incorporated into future development proposals. In addition to transport, community safety was identified as an important concern of the LGBT+ community as well the connecting communities and younger, older and BME communities" Whilst this project does not specifically adjoin the LGBT+ quarter there is determination within the design to make the spaces around the station safer. Improved lighting in Neville Street and Dark Neville Street will completely transform these areas making them highly visible and the taxi rank and shelter will continue to be patrolled by British Transport Police.

Action required:

- Maintain regular and meaningful engagement with key project stakeholders as the project progresses through the detailed design process.
- Incorporate stakeholder feedback into the detailed design where appropriate to do so.
- Project designs to continue to meet British Standards and best practice.

8b. Negative impact:

Pedestrian priority areas on New Station Street

Negative Impacts:

- The relocation of the bus stops further away from the station entrance may have specific

negative impacts on older people, carers and some disabled people who have to walk further to their destination. Of those people leaving the station, only 2% board a bus on New Station Street and 9% board a bus outside of the immediate station. The majority of people leaving the station do so on foot. The journey to the displaced bus stops (potential locations include Wellington Street, Infirmary Street and Boar Lane to be determined) is mitigated by separate Highways projects including the pedestrianisation of City Square and the restriction of traffic to bus and hackney taxi only on Bishopgate.

- 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.
- Any changes to the bus stops/bus routes may have initial negative impacts on people with Dementia or are neurodivergent users who may find it more difficult to recognise their environment and therefore more likely to become confused and lost. Consequently there may also be negative impacts on carers. However, the scheme will also create a new landmark station entrance, a place that will eventually become an easy 'go to' meeting place for those who require it, thus mitigating these impacts. The project acknowledges all changes to business as usual for people using the hub need to be well advertised and support should be available to ensure the changes are manageable.
- The relocation of the taxi rank to Bishopgate may have a negative impact on some people particularly older people, carers and disabled people. The new taxi rank is 15m further away from the station entrance and 3m in level change. This is mitigated by the design which means there will no longer be a busy road to cross to get to the taxi rank. Step free options will be available to access the taxi rank, including two new large lifts to provide resilience for maintenance and capacity to avoid queues. There will also be a step free alternative to the lift via the route along New Station Street turning right by the Queens Hotel portico onto Bishopgate Street. The taxi rank is a purpose built structure and highly visible from the station entrance, City Square, Park Row, Swinegate and Mil Hill. Accessible wayfinding signage will be in place to provide clear direction to the taxi rank.
- Provision of new open public spaces. This could potentially impact negatively on blind and visually impaired people if not designed to meet best practice. The proposals have deliberately retained kerbs along the majority of New Station Street to assist users. The space between the main entrance and the new lifts will use placement of street furniture and contrasting paving materials to assist users with wayfinding (these are a matter for detailed design discussion with end users to ensure mitigation).
- Any change to the street environment and changes to bus stops may have a negative effect on people with certain mental conditions that rely on the familiarity of their surroundings – this may affect people with autism 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. Communication regarding the proposed changes to the station will be essential to these groups.

Complete re-design and re-build of the station's external concourse connecting Bishopgate and key pedestrian access routes via a series of wide steps and two x 21 person lifts.

Negative Impacts:

- The step free route from the station entrance to the taxi rank is slightly further than the current location. Passengers requiring step free access are either required to use the lifts

or travel along New Station Street to the Queens portico and turn right at Bishopgate Street. The majority of users will use the stairs which do provide a short direct route. It should be noted that following the removal of buses and taxis and the creation of a pedestrian priority space on New Station Street this route will be safer, less crowded, and quieter and will have multiple resting points to help break up the journey.

- The lifts will be partially glazed which could have negative impacts for people who are blind and visually impaired. This will be mitigated by installing contrasted manifestations on the glazed elements of the lift and closely following the latest guidance on the matter

Installation of a new purpose built taxi rank and shelter.

Negative Impacts:

- Large proportion of the taxi rank will be glazed which could have a negative impact on blind and partially sighted users. This will be mitigated by installing contrasted manifestations on the glazed areas.
- Misuse of the loading bay adjacent to the taxi rank could have a negative impact on the fluid movement of taxis vacating the rank due to unauthorised vehicles blocking the movement of travel.

Installation of a high quality cycle hub

Negative Impacts:

- The addition of a cycle hub, passenger lifts, staircases and the taxi rank will mean that Bishopgate Street may become more crowded than people are accustomed to. This may have an impact on neurodivergent people, older and blind and partially sighted people. To mitigate the conflict signage will be displayed to encourage cyclists to dismount when entering this area to avoid conflict with pedestrians.

Environmental improvements - Neville Street and Dark Neville Street

Negative Impacts:

- Due to planning requirements it is likely that the coloured lights in Dark Neville Street will be retained. These are existing lights which users have advised have a negative impact on blind and vision impaired people. The proposal to improve the general level of light within the space may partially mitigate this issue by lessening its impact; detailed design discussions will consider this further.
- The segregated cycle lane junction between Neville Street and Dark Neville Street may be difficult to navigate for blind and visually impaired people if it is not carefully designed. 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. Further detailed design in conjunction with Highways colleagues and access groups is required to mitigate this potential conflict.
- The prioritisation of cycle ways may lead to some initial criticism from private vehicle owners who feel marginalised, however to meet the Council's Carbon Neutral target of 2030, reduce carbon emissions and encourage sustainable transport, the approach must be balanced.

- There may be some negative impacts around multi-use bike and pedestrian crossing points and in potential areas around Toucan crossings, particularly at the top of Bishopgate and where Dark Neville Street meets Neville Street at the arches. However, the crossing space has been planned to minimise pedestrian and cyclist interaction.

Action required:

- Design team to continue to work closely with the LCC Access Officer and the Inclusive Design and Access Consultant to ensure project plans comply with British Standards and best practice.
- Further discussion with end users about detailed design matters should be undertaken to ensure optimum mitigations are designed in.
- Design process to try and mitigate the negative impacts of the project where possible

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

Yes

No

Please provide detail:

Reducing the dominance of traffic, improving the public realm and the quality of the footways creates a better environment for all sections of the local communities to come together and interact. Creating a more inclusive environment will hopefully assist in greater participation in public life.

Provision of segregated cycle facilities will help reduce friction between different road users, which will benefit 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 project aims to create a positive environment for all users and as such all views will be taken into account as the design progresses.

Action required:

Schedule regular meetings with the Inclusive Design Group and ensure that all protected characteristics are represented at the meetings.

10. Does this activity bring groups/communities into increased contact with each

| | |
|--|------------------------------------|
| other? (e.g. in schools, neighbourhood, workplace) | |
| <input checked="" type="checkbox"/> Yes | <input type="checkbox"/> No |
| Please provide detail: | |
| This project will benefit all station users, local residents and businesses. | |
| Action required: | |
| <ul style="list-style-type: none"> • Schedule regular meetings with local businesses and residents to update them on project progress and detailed design. • Undertake further engagement in the station concourse providing up to date project information to passengers and station users. | |

| | |
|--|---|
| 11. Could this activity be perceived as benefiting one group at the expense of another? (e.g. where your activity/decision is aimed at adults could it have an impact on children and young people) | |
| <input type="checkbox"/> Yes | <input checked="" type="checkbox"/> No |
| Please provide detail: | |
| This project will affect all users and the project team will ensure that all views are taken into account. | |
| All protected characteristics will be represented fairly and equally as the design progresses. | |
| Action required: | |
| Schedule regular meetings with the Inclusive Design Group and ensure that all protected characteristics are represented at the meetings. | |

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 |
|---|------------------------|------------------------------|---|
| The project team commit to seeking out the views of people who represent the characteristics of transgender, and pregnancy by using contacts within the Council and directly targeting support groups within Leeds. | Ongoing | Attendance at meetings | Chloe Dummer |
| Engagement is an ongoing process and will take place throughout the duration of the project. As the project progresses into detailed design and further information becomes available, all stakeholders that have been previously engaged with will be given the opportunity to comment further on the plans. Regular meetings with the AUAG, IDG and LDPO will take place during detailed design | Ongoing until May 2021 | Attendance at meetings | Chloe Dummer |
| Design team to continue to work closely with the LCC Accessibility Officer and the Design and Access | Ongoing until May 2021 | Fortnightly design workshops | Chloe Dummer, Bairbre McKendrick, Atkins and Balfour Beatty |

| Action | Timescale | Measure | Lead person |
|--|------------------------|------------------------|---------------------------|
| Consultant to ensure project plans comply with British Standards and best practice. | | | |
| Design process to try and mitigate the negative impacts of the project where possible. | Ongoing until May 2021 | Design workshops | Balfour Beatty and Atkins |
| Incorporate stakeholder feedback into the detailed design where appropriate to do so | Ongoing until May 2021 | Revised plans | Atkins and Balfour Beatty |
| Schedule regular meetings with the Inclusive Design Group and ensure that all protected characteristics are represented at the meetings. | Ongoing until May 2021 | Attendance at meetings | Chloe Dummer |
| Undertake further engagement in the station concourse providing up to date project information to passengers and station users | Ongoing until May 2021 | Attendance at meetings | Chloe Dummer |
| Maintain regular and meaningful engagement with key project stakeholders as the project progresses through the detailed design process. | Ongoing until May 2021 | Attendance at meetings | Chloe Dummer |

| Action | Timescale | Measure | Lead person |
|--|------------------------|------------------------|--------------------|
| Schedule regular meetings with local businesses and residents to update them on project progress and detailed design | Ongoing until May 2021 | Attendance at meetings | Chloe Dummer |

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 |
|--|---------------------------|------------------|
|  Martin Farrington | Director City Development | 14 December 2020 |
| Date impact assessment completed | | |

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

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: |