

Equality, Diversity, Cohesion and Integration Impact Assessment

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

This form:

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

Directorate: City Development	Service area: Highways and Transportation
Lead person: Chris Way	Contact number: 0113
Date of the equality, diversity, cohesion and integration impact assessment: 1 st April 2024	

1. Title: CRSTS Safe Roads Programme 2024/27		
Is this a:		
<input type="checkbox"/> Strategy /Policy	<input type="checkbox"/> Service / Function	<input checked="" type="checkbox"/> Other
If other, please specify		
Highway safety programme		

2. Members of the assessment team:

Name	Organisation	Role on assessment team e.g. service user, manager of service, specialist
Nicholas Hunt	Traffic Engineering	Project lead
Chris Way	Traffic Engineering	Project advisor
Gillian Macleod	Transport Development	CRSTS programme co-ordinator
Kasia Speakman	Transport Strategy	Project advisor

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

Fatal and serious collisions have reduced significantly over the past decades in Leeds but in recent years have plateaued. Therefore, the Leeds City Council, in partnership with West Yorkshire Police, Fire and Rescue Service and the Police and Crime Commissioner for West Yorkshire and National Highways collaborated to develop the Leeds Vision Zero strategy. Our vision is for there to be zero fatalities or serious injuries on Leeds roads by 2040.

This target will be challenging for us to meet, so to be successful we will need to work together even more effectively, do some things differently, do more of the things we know that work and if necessary, implement new initiatives. It will be vital for this to be underpinned by effective data analysis and research. This programme of road safety schemes details how we proposed to implement works to achieve these targets.

Throughout the world and across the UK, governments, local authorities, and police forces are adopting the latest best practice Vision Zero and Safe Systems approach to road safety. This will improve road safety, support active travel, and will protect the most vulnerable so that no-one is left behind. Therefore, the implementation of this programme of works will have an impact on many protected characteristics.

The programme is split into a number of key themes comprising:

- Engineering interventions at identified casualty sites
- Pedestrian crossings
- Camera enforcement of speed limits and movement violations
- 20mph speed limits and enhancements; other speed limit reductions.
- Safe Routes to School
- VMS road safety messaging
- Accessibility programme
- Influencing Travel Behaviour – behaviour change programme

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 type="checkbox"/>

Please provide detail:

The Safe Roads Programme is a series of safety interventions funded from within the City Region Sustainable Transport Settlement. The programme proposes a variety of safety interventions across the City via data led reviews.

Improving road safety and enhancing residents' confidence to walk, wheel or cycle (including school journeys) will contribute to the objectives of Leeds City Councils Local Transport Plan of connecting local communities safely and reliably by reducing the congestion associated with road collisions. It will also reduce carbon emissions, air and noise pollution, thus supporting the objectives of Leeds Climate Change Strategy. It will improve the health and wellbeing of people living in Leeds and using Leeds roads thus supporting the objectives of Leeds Health and Wellbeing Strategy for improving community safety.

The road safety programme also contributes to the Vision Zero Strategy by:

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

4b. Service, function, event

please tick the appropriate box below

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

Please provide detail:

Delivery of a programme of interventions – engineering, education and enforcement – under the City Region Sustainable Transport Settlement to deliver the statutory function of Leeds City Council to improve road safety in line with the Connecting Leeds Vision Zero 2040 Strategy.

5. Fact finding – what do we already know

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

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

Casualty analysis reflects characteristics including age, sex, locational data and classification of road user (e.g. vulnerable users like cyclists or pedestrians).

Highway users and other stakeholders identify locations where issues are present for example with barriers to accessibility or where crossing the road is difficult. This is then assessed in line with previously approved processes and principles (subject to their own EDCI assessments) and targeted interventions are then developed and included in this programme. Much of this is through correspondence with the general public through the front facing elements of Highways & Transportation.

H&T liaises with multiple user groups representing specific users for example Cycle Forum, Access and Usability group and Age Friendly Board (including representation from Leeds Older People's Forum).

The Leeds Transport Strategy was based on the Transport Conversation consultation held in 2016 and has identified other barriers to accessibility and mobility as well as other key programmes to enable its ambition that "Leeds is the city where you do not need a car"

Vision Zero Strategy and Action Plan aims to have zero killed and seriously injured on roads in Leeds by 2040 and this programme support this through identified programmes of enforcement, engineering and education.

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

A number of the themes in this programme have been developed from established individual programmes which have been subject to EDI assessments and screenings in their previous iterations. This has led to a robust understanding of the core principles associated with each, although each specific scheme delivered under each theme will have its own impact on EDI and this may vary accordingly.

Data on ethnicity and disability relating to recorded injury collisions can be difficult to effectively quantify as this is not routinely collected at source by investigating police officers. Whilst this does represent a gap in EDI information it would require national changes to the principles of data collection and is unlikely to be feasible as part of this specific programme.

Action required:

The gap in road safety data is offset by the available national studies which show potential differential impact on some protected characteristics and this used to inform a wider understanding of the effectiveness of proposed schemes. Examples include recent studies about differential impact across ethnic or religious groups and development of schemes will reflect this awareness where appropriate.

Use of national studies will be combined with the lessons learned from successful interventions to further develop the ability to address any differential impact. There are opportunities for intersectionality across themes and schemes where multiple protected characteristics may be beneficially impacted by well designed interventions based on prior learning.

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

Yes

No

Please provide detail:

As part of each scheme development which is contained within this safer roads programme, there is a requirement to consult both locally and statutory in some cases.

Within Leeds there are a large number of stakeholder organisations, representing a wide range of groups, who may be engaged with and/or consulted with on a scheme by scheme basis. The following is a select list of organisations with which Leeds do and can engaged with, with a focus on groups with protected characteristics, but it is not a comprehensive list of all stakeholders who were contacted.

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

- The RNIB; and
- Leeds Society for Deaf and Blind People.

Action required:

Ensure that consultation is undertaken correctly and that no one is excluded. Continue to develop a directory of stakeholder groups representing groups with protected characteristics. Update groups on progress as the scheme develops, especially during the construction phase.

7. Who may be affected by this activity?

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

Equality characteristics

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

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

Please specify:

Stakeholders

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

Potential barriers.

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

Please specify

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

8a. Positive impact:

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

1. Age

Both younger and older people are positively impacted by the introduction of the Vision Zero Road Safety Strategy

This programme of road safety interventions prioritises vulnerable road users. Busy roads carrying fast moving motor vehicles can deter people from walking, push scooting or cycling for local journeys, travelling to and from school or work, and can make places less pleasant to live and visit. The most vulnerable in society such as children, older people (especially older women) and those with disabilities can be the most adversely affected by the consequences of collisions and the fear of road danger. Therefore, both younger and older people are positively impacted by the introduction of this programme of road safety measures, as this will help reduce speeding and road danger. The provision of additional cycle and walking training within schools will improve the confidence and encourage more people to walk, wheel and scoot to school or work.

Older people have lower overall casualty rate but the outcomes tend to be more severe. Older drivers may have slower reaction times and reducing speed limits or simplified layouts will enable better comprehension and increased time to react to road hazards with a consequent reduction in the number and severity of collisions.

Engagement with the Leeds Older People's Forum showed the importance of safe crossing facilities to this group.

The capacity of children to 'travel around the city safely and independently' was the 6th of the children's 12 wishes on how to make Leeds a Child Friendly City.

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

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

Children with special educational needs and disabilities – The road safety training that is to be offered to schools to support this programme of schemes will be targeted at specific age groups and is fully adaptable to suit the individual needs of children and young people.

Themes including engineering interventions, camera provision, speed limit reduction and pedestrian crossings will all have positive impacts on this protected characteristic (both young and old).

2. Carers

Carers will also benefit from the implementation of formal and informal crossings points. The provision of crossings where they meet the demand and the current desire line will reduce walking distances and the time it takes to walk, for example while assisting a manual wheelchair user. New Zebra crossings are now placed on a raised table, which reduces the need to manoeuvre a wheelchair or a pushchair up and down inclines associated with dropped kerbs. Carers also tend to be 'time poor' so reducing journey times by enabling them to cross on or close to the desire line benefits this protected characteristic. Women are much more likely than men to have caring responsibilities so by extension new crossings offer greater benefits to them. These improvements will reduce waiting times and the need to manoeuvre a wheelchair or a pushchair as crossings will be shorter, wider, and more direct than currently.

Improvements to street surfaces and street environments can assist people using wheelchairs, pushing a pushchair or acting as a companion-assistant to a person with a mobility impairment or a sight loss as they minimise effort required in pushing a chair and minimise trip hazard.

3. Disability

This programme adopts the "Safe Systems" approach and the recent update to the Highway Code, which highlight the need to prioritise the needs of people walking, wheeling and cycling. This will improve road safety, support active travel, and will protect the most vulnerable so that no-one is left behind.

The Safer Streets pillar within the Vision Zero Road Safety Strategy, details the important role of Road Safety Audit. This process is an independent safety check of all new highway infrastructure and ensures that all new infrastructure takes account of all road users, including those with mobility or disability impairments needs.

The Accessibility programme provides smaller interventions aimed at removing barriers to travel (e.g. providing dropped kerbs or tactile paving). This supports wider transport choices with a reduced reliance on motor vehicle use and offers positive benefits to this characteristic.

Blind and partially sighted persons are particularly reliant on the provision of formal crossing facilities as this offers them almost uniquely an opportunity to cross the road unassisted and will often undertake long detours in order to cross at a formal crossing.

4. Race

Research suggests that people from poorer communities are more likely to be killed or seriously injured on Britain's roads. People from ethnic minorities living in deprived areas are three times more likely to be involved in a road traffic collisions. In some areas of Leeds there are higher proportions of ethnic minorities in more deprived areas and in these locations interventions may have a benefit across multiple protected characteristics.

Some ethnic groups have higher than average propensity to be involved in 'gig economy' type work (e.g. couriers). This can lead to a higher exposure to road safety risks. Other issues which may be more prevalent amongst specific ethnic groups, possibly as a result of peer pressures, include seat belt use and crossing away from formal facilities.

5. Religion or belief

There is evidence of lower drink driving amongst people of religions which discourage alcohol use; evidence does indicate higher use of other substance use whilst driving, for example drugs or other stimulants. Programmes based around reducing the impact of impairment whilst driving can therefore be tailored to the specifics of particular religions to ensure that positive impact can be made across the protected characteristic.

6. Sex

Studies have demonstrated that women involved in recorded injury collisions are more likely to experience a higher level of severity of injury. Women are also more likely to undertake caring responsibilities and walk while accompanying young children so safety measures such as reducing the speed of traffic, provision of pedestrian crossings and informal access measures such as dropped kerbs is likely to offer more benefits to women.

7. Sexual orientation and Gender re-assignment.

Recent national stakeholder study indicated that schemes that reduce dominance of traffic and that increase both the number of pedestrians and their diversity ('people from all walks of life') result in streets that are more inclusive and feel safer for members of the LGBTQ+ community.

Action required:
Each scheme delivered under this programme – whether education, enforcement or engineering – will consider the differential impacts on the characteristics referenced above and ensure that the proposed interventions consider these and document the impact through an EDI screening.

8b. Negative impact:
<ul style="list-style-type: none"> i) There may be a perception that interventions or campaigns are targeted at specific characteristics; e.g. ethnic minority communities ii) Some engineering interventions may negatively affect protected characteristics e.g. traffic calming or provision of tactile paving associated with pedestrian crossings may cause severe discomfort for some disabled people. iii) Negative impacts of specific schemes, e.g. impacting kerbside parking which can disadvantage disabled people and older people and carers.
Action required:
<ul style="list-style-type: none"> i) Interventions will be data-led and messages targeted sensitively ii) The effects of negative impact will be reviewed against the positive benefits e.g. traffic calming can offer positive benefits to vulnerable road users. Any interventions will be delivered in accordance with national guidance and alternatives will be considered which may have a lesser impact. iii) Site specific reviews will be undertaken to understand any specific needs and potential alternatives or reasonable adjustments..

9. Will this activity promote strong and positive relationships between the groups/communities identified?
<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Please provide detail:
Reducing the dominance of traffic and improving road safety and the road environments will create a better environment for all sections of the local communities to come together and interact. Creating a more inclusive environment will hopefully support all groups and communities to participate more in public life.

Action required: Close working across the major themes of education, engineering and enforcement will support the programme and enable benefits to be fully realised while counteracting negative impacts.

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: The project aims to encourage healthier travel choices via a safer road environment. Creating 'spaces to dwell' and encouraging a shift from private transport towards public transport and active modes will increase and improve interaction between groups and communities.
Action required: Close working across the major themes of education, engineering and enforcement will support the programme and enable benefits to be fully realised while counteracting negative impacts.

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

<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Please provide detail:
Action required:

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

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
Nicholas Hunt	Traffic Engineering Manager	1 st April 2024

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

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

15. Publishing

Date copy sent to Equality Team	4 th April 2024
Date published	TBC following approval