

## Equality Impact Assessment (EqIA) form: the initial impact assessment

### 1. Process and guidance

The purpose of an EqIA is to make sure that the council is meeting the needs of all our residents by ensuring we consider how different groups of people may be affected by or experience a proposal in different ways. EqIAs help us to meet our [Public Sector Equality Duty](#) and where applicable the [Armed Forces Duty](#)


The council has a two stage EqIA process:

- Stage 1 - the initial impact assessment
- Stage 2 - the full impact assessment.

This form is for use at Stage 1 of the process. This must be completed when undertaking a project, policy change, or service change. It can form part of a business case for change and must be completed and attached to a Project Initiation Document. The findings of the initial impact assessment will determine whether a full impact assessment is needed.

Guidance and tools for council officers can be accessed on the council's Tackling Inequality Together intranet pages.

Date started:	11/02/2023	
Completed by:	Robert Curtis	Transport Planning Team Manager
Service:	Highways and Transport	Transport Planning
Project or policy EqIA relates to:	Local Cycling and Walking Infrastructure Plan	
Date EqIA discussed at service team meeting:	22/2/23	

Conclusion (is a full assessment needed?):	No material impact	
Signed off by (AD):	C.Easton 	
Sign off date:	24 Feb 2023	

## 2. Summary of the policy, project, or service

This section should be used to summarise the project, policy, or service change (the proposal).

### What is the purpose of the proposal, what are the aims and expected outcomes, and how does it relate to service plans and the corporate plan?

The Local Cycling and Walking Infrastructure Plan or 'LCWIP' as commonly referred to, is a strategic document that analyses local travel patterns to help identify where best to invest in cycling and walking infrastructure ideally over a 10–15-year period.

The LCWIP enables a long-term approach to developing strategic active travel connections between key origins/destinations and forms a vital part of the Government's strategy to make walking, wheeling and cycling the natural choices for shorter journeys, or as part of a longer journey.

Getting more people to walk and cycle will help us respond to the [Climate Emergency](#), tackle congestion on our roads and achieve the ambition of our [Corporate Delivery Plan](#) to make Wokingham Borough a great place to live, learn, work and grow and a great place to do business.

Journeys below 5 miles represented 58% of all private car journeys in 2019 providing the biggest opportunity for switching short car trips to active travel modes. Walking and cycling are ideal modes of transport for local trips, and convenient options for regular exercise. They are low-cost, accessible, healthy, environmentally friendly and efficient.

The LCWIP will form a Daughter document of the borough's Local Transport Plan (LTP). Which is currently in development; emerging guidance from the Department for Transport indicates that Active and sustainable travel, as well as provision for electric vehicles, will all be key required elements of the LTP which will have a focus on reducing carbon emission from transport. The DfT has also already set up "Active Travel England" and invested £450m in Cycling and walking over the next two years; any scheme funded by Active Travel England is expected to have been identified from an authority's LCWIP as it provides assurance that the scheme has been identified and developed using the established methodology and so is likely to prove as effective as possible.

The key aims are therefore to increase walking, wheeling and cycling in the borough. This is to be achieved by provision of a long term plan which will enable the borough to bid for funds and negotiate with developers and others when opportunities arise.

**How will the proposal be delivered, what governance arrangements are in place and who are the key internal stakeholders?**

- The LCWIP has been developed in conjunction with a number of stakeholders both internally and externally. The draft network plans and potential measures have been consulted on widely with over 10,000 comments received.
- During the plan’s development, the Community and Corporate Overview and Scrutiny Committee met and subsequently set up a task and finish group to discuss and provide feedback on the draft report

Further to this, there will now be an ongoing Walking and Cycling Member group which will oversee the continued development of the LCWIP and discuss emerging schemes as they come forward, helping to ensure adequate consultation and consideration of Member and public views ahead of any formal decision to go ahead with any scheme.

**Who will be affected by the proposal? Think about who it is aimed at and who will deliver it.**

The main beneficiaries of the project are the residents and visitors of Wokingham Borough. The plan sets out numerous projects which will help people to make the choice of walking, wheeling or cycling in preference to using a private car; this will aid those who choose to change mode in terms of their physical activity, financial savings and local air quality, but it will also free up space on the highway for those travelling distances or who do feel able to walk, wheel or cycle.

**3. Data & Protected Characteristics**

This section should be used to set out what data you have gathered to support the initial impact assessment.

The table below sets out the equality groups that need to be considered in the impact assessment. These comprise the nine protected characteristics set out in the Equality Act 2010 and other priority areas defined by the council.

Age	Disability	Gender reassignment	Marriage and Civil Partnership	Pregnancy/Maternity
Religious belief	Race	Sex	Sexual Orientation	Socio-economic disadvantage

The Armed Forces Act 2021 also requires consideration of the [impact on Armed Forces Communities](#) when exercising certain housing, education or healthcare functions (excluding social care). Further guidance can be found [here](#).

**What data and information will be used to help assess the impact of the proposal on different groups of people? A list of useful resources is available for officers on the Council's Tackling Inequality Together intranet pages.**

As part of the LCWIP process there have been 2 consultations as well as meeting some specific groups to present the plan. There have not been any issues identified which would specifically impact any of the equality groups.

The plan is a high level assessment and plan for future works; as each scheme within the plan is developed for implementation there will be further consultation and at that stage it will be important to reassess the Impacts on the equality groups once further details of the scheme are known.

#### 4. Assessing & Scoring Impact

This section should be used to assess the likely impact on each equality group, consider how significant any impacts could be and explain how the data gathered supports the conclusions made.

Scoring impact for equality groups	
Positive impact	The proposal promotes equality of opportunity by meeting needs or addressing existing barriers to participation and/or promotes good community relations
Neutral or no impact	The proposal has no impact or no disproportionate impact.
Low negative	The proposal is likely to negatively impact a small number of people, be of short duration and can easily be resolved.
High negative	The proposal is likely to have a significant negative impact on many people or a severe impact on a smaller number of people.

177

**Referring to the Scoring table above, please give an impact score for each group, explain what the likely impact will be, and briefly set out how the data supports this conclusion.**

Equality group	Impact score	Impact and supporting data
Age	Neutral or no impact	There are no direct impacts on the group.
Disability	Neutral or no impact	There are no direct impacts on the group
Gender reassignment	Neutral or no impact	There are no direct impacts on the group
Marriage and Civil Partnership	Neutral or no impact	There are no direct impacts on the group

Pregnancy/Maternity	Neutral or no impact	There are no direct impacts on the group
Religious belief	Neutral or no impact	There are no direct impacts on the group
Race	Neutral or no impact	There are no direct impacts on the group
Sex	Neutral or no impact	There are no direct impacts on the group
Sexual Orientation	Neutral or no impact	There are no direct impacts on the group
Socio-economic disadvantage	Neutral or no impact	There are no direct impacts on the group
Armed Forces Communities	Neutral or no impact	There are no direct impacts on the group

## 5. Conclusion and next steps.

Based on your findings from your initial impact assessment, you must complete a full impact assessment if you have identified any groups as having a low or high negative impact.

If no impact, or a positive impact has been identified, you do not need to complete a full assessment. However, you must include reference to the initial assessment in any associated reports, and it must receive formal approval from the Assistant Director responsible for the project, policy, or service change.