

Wokingham Borough Council
LOCAL TRANSPORT PLAN 4
Draft Equalities Impact Assessment: Stage 1

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.

Date started:	May 2023
Completed by:	WSP on behalf of Wokingham Borough Council: VH (author) / MV (reviewed) / WP (authorised)
Service:	Highways and Transport
Project or policy EqIA relates to:	Wokingham Borough Council Local Transport Plan 4 (LTP4)
Date EqIA discussed at service team meeting:	
Conclusion (is a full assessment needed?):	No
Signed off by (AD):	
Sign off date:	

PLEASE NOTE: the wording used throughout this EqIA form is in line with terminology used by the Office for National Statistics (ONS) 2021 Census, the Equality Act (2010), and the Equality and Human Rights Commission (EHRC).

2. Summary of the policy, project, or service

<p>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?</p> <p>CONTEXT Wokingham is a thriving area, with great opportunities and is a desirable location to live. Reflecting this, the Borough is one the fastest growing districts in the country. A growing population can present challenges to transport system, yet over the last 15 years traffic volumes had remained stable, air quality has improved, the number of people cycling has increased and, prior to the COVID-19 pandemic, public transport use had been growing. Transport infrastructure plays a significant role in a successful economy and for accessing a range of vital amenities. However, transport is one of the largest polluting sectors and traffic can be a barrier to healthy lifestyles, so transport policy needs to strike the right balance.</p> <p>PURPOSE The Local Transport Plan 4 (LTP4) sets out the approach for all aspects of Transport across Wokingham Borough. A significant part of the old strategy (LTP3) has been delivered, technology has evolved, and there is a better understanding of travel habits; as such, there is a need to refresh the transport strategy to better reflect current priorities and the needs of communities. To help inform the development of the LTP4, a public opinion survey seeking resident's views on transport in Wokingham was conducted for six weeks from 01 February 2023. This survey received 750 public responses, plus feedback from a range of stakeholder organisations.</p> <p>VISION, AIMS AND EXPECTED OUTCOMES</p>
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Four visions were developed to clearly set out the aims and subsequent outcomes from the LTP4. These were developed from existing national, regional and local policies and refined through engagement and consultation on the LTP vision in 2020, and the Council Plan ambition: *“being the best we can be”*. These vision, aims, and expected outcomes are:

Create Liveable, Healthy and Safe Places

- Safer streets for All: safer environment for all road users, leading to a 50% reduction in serious injuries from road traffic collisions.
- **50% Active Travel in Towns by 2030:** healthier and more active towns that prioritise the movement of people leading to 50% of trips being made by foot or cycle.
- Thriving Villages and Rural Centres: villages and local centres that support local communities through a transport system that works for them.

Reduce Emissions from Transport

- Net Zero Emissions: reducing the impact on the environment of transport and introducing new innovative measures to support the transition to net zero emissions.
- Clean Air: improved air quality and removal of all air quality exceedances in the Borough.
- High Quality Sustainable Travel Corridors: increase the attractiveness and convenience of sustainable transport through improved facilities, better frequency and integration.

Develop the Economy

- **Protect and Enhance Strategic Road and Rail Connectivity:** retain and enhance the strategic road and rail network for effective travel and freight movements.
- A Well-Maintained Transport Network: a transport network that is well maintained for all modes, providing attractive and comfortable transport links for all users.
- Support Sustainable Development: new development that helps to create sustainable communities that meets the needs of new and existing residents.

RELATION TO SERVICE PLANS AND CORPORATE PLAN

The LTP4 seeks to support and/or achieve the Borough’s Service Plans and Corporate Plan in the following ways:

- Create Liveable, Healthy and Safe Places: Aligned with national policy there will be an objective for 50% of trips in towns to be made by active travel. This will require a greater focus on active travel in urban areas, where amenities are often within walking or cycling distance.
- Reduce Emissions from Transport: Consistent with local, regional and national targets, the LTP will support the transition of the transport sector to net zero emissions. Alongside changes to travel behaviour and more sustainable travel choices to support greater access to opportunities, there will need to be an increase zero emission vehicles and charging facilities.
- Develop the Economy : Future development proposals will need to be set out in a Local Plan. Aligning transport and land use planning to support sustainable development will be a key focus of the LTP and support essential infrastructure being delivered up front.

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

DELIVERY

The LTP4 will be delivered by the Wokingham Borough Council Transport Planning team, in accordance with current Government guidance of the requirements for LTPs. The Plan is being delivered by a Delivery Group comprising senior officers and the Borough Council’s Framework Consultant (WSP) and is scrutinised and steered by a Cross-party Member Steering Group.

GOVERNANCE

The project is overseen by the Executive Member for Active Travel, Transport and Highways at the Borough Council. The LTP4 will ultimately be approved and adopted by the Council’s Executive, made up of Executive Members and the Borough’s Mayor and Deputy Mayor.

KEY INTERNAL STAKEHOLDERS

Three stakeholder groups provide an indication of the possible LTP4 content: the LTP4 Officer Group (comprising Climate Emergency team, Local Plan team, Public Health team, etc.); the LTP4 Stakeholder Group (made up of Thames Valley Berkshire Local Enterprise Partnership (LEP), Great Western Railway, Thames Valley Buses, etc.); and the LTP4 People's Group (membership to be determined but may include the Emergency Services, Guide Dogs for the Blind Association, etc.).

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

AFFECTED PERSONS

It is expected that those primarily affected by the LTP4 would be people that use Wokingham's transport network. In addition, people who live, work, and/or pass through the Borough may also be affected. This is due to the Borough enabling strategic connectivity through the following infrastructure provisions:

- National Rail Network: The Gatwick - Reading Line, and the London Waterloo - Portsmouth Harbour Line.
- Strategic Road Network: The M4 Motorway.
- Transport for London Network: The Abbey Wood - Reading (Elizabeth) Line.

As such, Wokingham Borough attracts people from a range of areas; to ensure that all potential affected persons are considered, this EqIA will assess the impacts on the population profiles of Wokingham Borough, the South East of England, and for England where possible.

3. Data & Protected Characteristics

The table below sets out the nine protected characteristics (under the Equality Act 2010) considered in the impact assessment:

Protected Characteristic	Description
Age	A person belonging to a particular age or range of ages
Disability	A person has a disability if she or he has a physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities
Gender Reassignment	A person has the protected characteristic of gender reassignment if the person is proposing to undergo, is undergoing or has undergone a process (or part of a process) for the purpose of reassigning the person's sex by changing physiological or other attributes of sex.
Marriage and Civil Partnership	Marriage is a union between a man and a woman or between a same-sex couple. Same-sex couples can also have their relationships legally recognised as civil partnerships
Pregnancy and Maternity	Pregnancy is the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth
Race	Race refers to a group of people defined by their race, colour, and nationality (including citizenship) ethnic or national origins
Religion or Belief	Religion refers to any religion, including a lack of religion. Belief refers to any religious or philosophical belief and includes a lack of belief
Sex	A man or a woman
Sexual Orientation	Whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes

Other priority areas include: 1) socio-economic disadvantage; and 2) the Armed Forces under the Armed Forces Act 2021.

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.

ASSESSMENT DATA AND INFORMATION

Secondary datasets and information from trusted sources will be used to assess the LTP4's impact on different groups. Examples include:

- The Department for Transport (DfT) National Travel Surveys.
- The Equality and Human Rights Commission (EHRC).
- The Ministry of Housing, Communities and Local Government (MHCLG) e.g., Indices of Multiple Deprivation (2019).
- The Office for National Statistics (ONS) e.g., 2021 Census.

INITIAL ASSESSMENT DATA SUMMARY

At this stage, the high-level nature of the LTP4 and its associated aims preclude the comprehensive identification of specific impacts on unlawful discrimination, harassment and victimisation towards protected characteristic groups and/or other priority areas.

Age

Category	Wokingham Borough	South East England	England
Aged 0-15	19.5%	17.4%	17.4%
Aged 16-64	63.3%	63.1%	64.2%
Aged 65+	17.2%	19.4%	18.4%

Disability

Category	Wokingham Borough	South East England	England
Disabled under the Equality Act 2010	12.5%	16.1%	17.3%
Not Disabled under the Equality Act 2010	87.5%	83.9%	82.7%

Gender Reassignment

Category	Wokingham Borough	South East England	England
Gender Identity Same as Sex Registered at Birth	95.0%	94.1%	93.5%
Gender Identity Difference from Sex Registered at Birth	0.4%	0.5%	0.5%
Not Answered	5.0%	5.4%	6.0%

Marriage and Civil Partnership

Category	Wokingham Borough	South East England	England
Never Married and Never Registered a Civil Partnership	30.3%	34.8%	37.9%
Married or in a Registered Civil Partnership	55.0%	47.6%	44.7%
Separated, but Still Legally Married or Still Legally in a Civil Partnership	1.6%	2.1%	2.2%
Divorced or Civil Partnership Dissolved	7.6%	9.3%	9.1%
Widowed or Surviving Civil Partnership Partner	5.5%	6.1%	6.1%

Pregnancy and Maternity

Category	Wokingham Borough	South East England	England
Births	0.3%	0.3%	0.3%

Race

Category	Wokingham Borough	South East England	England
Asian, Asian British or Asian Welsh	12.9%	7.0%	9.6%
Black, Black British, Black Welsh, Caribbean or African	2.4%	2.4%	4.2%
Mixed or Multiple Ethnic Groups	3.1%	2.8%	3.0%
White	79.9%	86.3%	81.0%
Other Ethnic Group	1.6%	1.5%	2.2%

Religion or Belief

Category	Wokingham Borough	South East England	England
No Religion	36.9%	40.2%	36.7%
Christian	44.7%	46.5%	46.3%
Buddhist	0.5%	0.6%	0.5%
Hindu	4.8%	1.7%	1.8%
Jewish	0.2%	0.2%	0.5%
Muslim	4.8%	3.3%	6.7%
Sikh	1.7%	0.8%	0.9%
Other Religion	0.4%	0.6%	0.6%
Not Answered	5.9%	6.1%	6.0%

Sex

Category	Wokingham Borough	South East England	England
Female	50.9%	51.1%	51.0%
Male	49.1%	48.9%	49.0%

Sexual Orientation

Category	Wokingham Borough	South East England	England
Straight or Heterosexual	91.2%	89.8%	89.4%
Lesbian, Gay, Bisexual or Other (LGB+)	2.2%	3.1%	3.2%

Armed Forces Communities

Category	Wokingham Borough	South East England	England
Have previously served in the UK regular armed forces	2.4%	3.2%	2.9%
Have previously served in the UK reserve armed forces	0.7%	0.8%	0.7%
Have previously served in both the regular and reserve UK armed forces	0.1%	0.2%	0.2%

4. Assessing & Scoring Impact

Scoring Impact for Equality Groups	Description
Positive	The proposal promotes equality of opportunity by meeting needs or addressing existing barriers to participation and/or promotes good community relations.
Neutral	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.

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5. Assumptions

This assessment has been conducted based on the assumption that the following recommended measures are adhered to as best-practice:

- 1) continue to undertake continuous engagement with Wokingham's independent Equality Forum;
- 2) follow legislation, guidance, and best practice in the delivery of the LTP4's aims, such as the DfT's Local Transport Note (LTN) 1/20; and
- 3) consider how to best to mitigate the low negative impacts of construction and maintenance of the LTP4 aims.

Equality Group: Age

A person's ability to access and use Wokingham Borough's transport network may differ dependent on their age. In 2021, the overall population was 56,489,800 in England and 9,278,100 in South East England, whilst the total population of Wokingham Borough stood at 177,500 residents. The Borough's population is expected to grow to 191,867 residents by 2043; of which 18.6% will be aged 0-15, 57.6% will be aged 16-64, and 23.8% will be aged 65+:

- There is a slightly higher proportion of 0-15-year-olds in Wokingham Borough compared to regionally and nationally, meaning that any impact(s) may affect this particular sub-group to a greater extent.
- The proportion of working aged people in Wokingham Borough is broadly in line with regional and national figures, meaning that any impact(s) are not likely to affect this particular sub-group to a lesser nor greater extent.
- There is a slightly lower proportion of people aged 65+ in Wokingham Borough compared to regionally and nationally, meaning that any impact(s) may affect this particular sub-group to a lesser extent.

Impact score	Impact and supporting data
Reduce Environmental Impacts	
Net zero carbon emissions	
POSITIVE	<ul style="list-style-type: none"> • Younger working aged people may have a higher dependence on active travel and public transport services due to the cost of purchasing a vehicle and its associated (upfront and prolonged) costs. The LTP4 seeks to explore expanding the Electric Vehicle network (car clubs). • Elderly people are typically inhibited from accessing public transport services as a result of digital barriers to viewing travel times and cost, leading to a reliance on motor vehicles. This is reflected in the high proportion of full car driving licence holders aged 60-69 (85.0%) and over 70 (67.0%). The minimum journey time to eight key services in Wokingham Borough by private vehicle was 18.5 minutes. LTP4's aim to reduce total traffic movements on Wokingham Borough Council roads would help to improve journey times for people reliant on a private vehicle(s). Moreover, this policy aims to support improvements to digital accessibility which will aid in the uptake of public transport by elderly residents.
Clean air, removal of all air quality exceedances	
POSITIVE	<ul style="list-style-type: none"> • Exposure to poor air quality can impact pre-existing and cause respiratory conditions across all age groups, particularly the young and elderly. The LTP4 aims to reduce traffic to remove air quality exceedances in Wokingham Town Centre, improve air quality in Twyford Town Centre, and support the transition to zero emission buses across the borough. • The transition to net zero buses as supported by this policy will also bring about improvements to air quality throughout the borough which will be particularly beneficial to the young and elderly.
High quality sustainable travel corridors	
POSITIVE	<ul style="list-style-type: none"> • A lack of suitable infrastructure can be a barrier to active travel for younger people and the elderly due to actual / perceived safety issues. The LTP4 aims to deliver high quality walking, cycling, and public transport through improved throughout the borough. The LTP4 also includes upgrades to active travel facilities along the B3349 Barkham Road (connecting Arborfield-Wokingham Town centre), A321 Finchhampstead Road, and into Twyford including to and from Wargrave. • In 2021, the national proportion of full car driving licence holders aged 17-20 (21.0%) and aged 21-29 (67.0%) was considerably lower than for all other age groups (average 82.0%), indicating that younger working aged people may have a higher dependence on active travel and public transport services. In terms of public transport, the Borough Council aims to increase bus frequency and improve bus journey times along priority bus

corridors (A4/A321, A33, A329 and A327), deliver a high-quality sustainable transport corridor along the A329 and increasing rail service frequency to 20-minutes along the North Downs Line.

- In 2021, almost a third of people aged 60 and over in England used the bus at least once a month. Wokingham Borough is forecast to become an ageing population within the next decade, meaning there will be a growing number of residents holding free Older Persons Bus Passes. This is likely to lead to additional demand on local bus services. The LTP4 seeks to increase bus frequency along priority bus corridors (A4/A321, A33, A329 and A327), and between Wokingham Town-Arborfield and Finchampstead, enabling a greater capacity for the growing demands placed on the service.
- In Wokingham Borough, the minimum journey time to eight key services by public transport was 10.8 minutes. Age-related health conditions can lead to difficulty boarding and alighting public transport, leading to a greater journey time and reduced journey quality. The LTP4 looks to improve interchange and access facilities at Earley rail station, improve access to stations along the North Downs Line, and improve the forecourt, interchange facilities and car parking at Twyford Station, helping to increase access and journey quality.

Develop the Economy

Well-maintained transport network

POSITIVE

- Whilst a well-maintained transport network is beneficial to people of all ages, construction and maintenance works can impact the way in which people travel. Air pollution generated through construction activities will be particularly detrimental to the young and elderly. As such, the LTP4 is expected to bring about temporary minor adverse effects to the aforementioned age groups.
- In the long term, a well-maintained transport network will be beneficial to all age groups throughout the borough. The adaption of network maintenance to increase resilience to a changing climate will be beneficial to elderly residents who's pre-existing health conditions may be exacerbated under a changing climate, and for young children who are affected by poor air quality more when growing and developing. As such, these specific LTP4 aims noted under the LTP4 are deemed to potentially have a low negative impact on this group in the short-term, but a positive impact in the longer term

Enable sustainable development

POSITIVE

- All age groups will benefit from the enablement of sustainable development. The LTP4 looks aims to provide streets that are attractive and permeable for pedestrians and cyclists. This will encourage the uptake of active travel amongst the young and elderly through improvements to safety and connectivity.

Protect and enhances strategic connectivity and freight

NEUTRAL

- All age groups benefit from use of strategic connectivity. The increase in local service frequency on the Reading to Waterloo rail line under this policy will enhance connectivity for all residents. Increased frequency will enable young people to access a wider range of employment opportunities, as well as reduce the potential for loneliness experienced by elderly residents through improved opportunities for visitors.

Create Healthy and Safe Places

50% Active travel in towns

POSITIVE

- All age groups are less likely to cycle if they perceive the local environment to be unsafe. The LTP4 aims to increase the proportion of people cycling through the delivery of high-quality cycle facilities.
- A lack of dedicated, secure cycle parking can stop people of all age groups from cycling. The LTP4 seeks to increase cycle parking provision at local destinations.
- Younger people may have a higher dependence on active travel and public transport services due to the expense associated with private vehicle travel and obtaining a licence. The LTP4 seeks to deliver on-street E-scooter hire schemes to improve door-to-door transport options, increasing access to employment opportunities for this age group.
- The LTP4 seeks to improve access to green space, especially across Lower Earley Way and to the River Loddon. Improved access to greenspace will encourage the uptake of active travel by all.

Safer streets for all, 50% reduction in KSIs	
POSITIVE	<ul style="list-style-type: none"> • Certain age groups, such as younger people and older people can be more vulnerable to collisions due to reduced awareness and mobility. Targeted infrastructure changes to reduce collisions at identified cluster sites (Wokingham Town Centre, A4 and B3349), revising speed limits across the borough with targeted interventions, where appropriate, to improve road safety, and increasing the network of quiet rural roads and residential streets. • With regard to school aged pupils in 2019, 97.0% of pupils residing in Wokingham Borough were within a 15-minute journey by private vehicle to the nearest school, 79.0% lived within a 15-minute walk, and 100.0% lived within a 15-minute cycle to school. The LTP4 would support the trial and delivery of School Streets and safer routes to school across the borough.
Thriving villages and town centres	
POSITIVE	<ul style="list-style-type: none"> • The LTP4 includes the identification of local priorities for improving walking, cycling and horse riding and trial changes to increase network of low traffic rural/green lanes. • Road closures have been found to improve the character of streets, making streets into more pleasant, environments for people of all ages. The LTP4 aims to trial temporary highway closures for local events to support vitality of rural villages. • A lack of dedicated transport infrastructure can limit the mobility of people of all ages. The LTP4 seeks to deliver Electric Vehicle charging improvements, secure cycle parking and motorcycle parking facilities at local destinations.

Equality Group: Disability

A person's ability to access and use Wokingham Borough's transport network may differ dependent on whether or not they self-declare as Disabled under the Equality Act 2010. The proportion of people self-declared as Disabled under the Equality Act 2010 was slightly lower in Wokingham Borough compared to in the south east and England, meaning that any impact(s) may affect this particular group to a lesser extent.

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Impact score	Impact and supporting data
Reduce Environmental Impacts	
Net zero carbon emissions	
POSITIVE	<ul style="list-style-type: none"> In 2019, disabled adults in England made 26% fewer trips than those without a disability¹. The inhibited access to public transport experienced by disabled users results in a reliance on motor vehicles. For Disabled people who are not able to cycle, walk and/or wheel, nor access public transport, the LTP4's aim to reduce total traffic movements on Wokingham Borough Council roads would help to improve journey times for Disabled people and people with short- and long-term health conditions reliant on a private vehicle(s). Disabled people and people with short- and long-term health conditions (particularly those with mobility issues) may struggle to access and/or use Electric Vehicle charging infrastructure due to inaccessible parking or the presence of heavy charging cables. Within the centre of Wokingham, there are circa four charging points that are both publicly accessible and have no access restrictions, limiting options for Disabled people and people with short- and long-term health conditions. The LTP4 seeks to deliver suitable provisions with a priority focus in Wokingham town, Winnersh, Earley and local service centres, as well as promote of peer-to-peer electric charging networks to meet growing demand for EV charging and providing suitable EV charging infrastructure to support carbon neutral development.
Clean air, removal of all air quality exceedances	
POSITIVE	<ul style="list-style-type: none"> Exposure to poor air quality can impact pre-existing respiratory conditions for Disabled people and people with short- and long-term health conditions. The LTP4 aims to reduce traffic to remove air quality exceedances in Wokingham Town Centre, improve air quality in Twyford Town Centre, and seek prioritisation of zero emission buses on routes through Wokingham Town Centre and Twyford Crossroads.
High quality sustainable travel corridors	
POSITIVE	<ul style="list-style-type: none"> A lack of suitable infrastructure for Disabled people and people with short- and long-term health conditions can be a barrier to active travel. The LTP4 aims to deliver high quality walking, cycling, and public transport through improved throughout the borough. The LTP4 also includes upgrades to active travel facilities along the B3349 Barkham Road (connecting Arborfield-Wokingham Town centre), A321 Finchampstead Road, and into Twyford including to and from Wargrave. A lack of infrastructure that supports Disabled people and people with short- and long-term health conditions can lead to difficulty boarding and alighting public transport, leading to a greater journey time. The LTP4 looks to deliver improved interchange and access facilities at Earley rail station, improved access to stations along the North Downs Line, and to improve the forecourt, interchange facilities and car parking at Twyford Station, helping to increase access and journey quality. In Wokingham Borough, Disabled person's bus passes are free for residents who have a permanent disability or a disability that is expected to last at least one year. The LTP4 seeks to increase bus frequency along priority bus corridors (A4/A321, A33, A329 and A327) and between Wokingham Town-Arborfield-Finchampstead, as well as the delivery of a high-quality sustainable travel corridor between Reading and Coppid Beach Roundabout, via Winnersh and Wokingham.
Develop the Economy	

¹ Transport: Disability and Accessibility Statistics, England 2019/20 (2021) https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/972438/transport-disability-and-accessibility-statistics-england-2019-to-2020.pdf [Accessed: 21/09/2023]

Impact score	Impact and supporting data
Well-maintained transport network	
POSITIVE	<ul style="list-style-type: none"> Whilst a well-maintained transport network is beneficial to disabled people and people with short- and long-term health conditions, construction and maintenance works can impact the way in which people travel. Temporary disruption to and blocking of pedestrian routes by construction and maintenance vehicles and plant is particularly detrimental to those reliant on mobility aids. Equally, increased air pollution as a result of construction will adversely affect those with health issues including respiratory conditions. As such, these specific LTP4 aims noted under the LTP4 are deemed to potentially have a low negative impact on this group in the short-term, but a positive impact in the longer term: <ul style="list-style-type: none"> Test and trial measures that reduce maintenance needs whilst contributing to the borough's active travel, air quality and road safety targets. Work with operators to share operational and real time data to improve transport services and maintenance.
Enable sustainable development	
POSITIVE	<ul style="list-style-type: none"> The LTP4 aims to provide streets that are attractive and permeable for pedestrians and cyclists, the accessibility and adaptation considerations of which will be of particular benefit to disabled groups in the area. Equally, the provision of secure cycle parking including adapted cycles will continue the uptake of active travel by disabled groups who may initially be less likely to choose transport modes of this nature.
Protect and enhance strategic connectivity and freight	
NEUTRAL	<ul style="list-style-type: none"> All people benefit from use of strategic connectivity. The LTP4 looks to support upgrades to the A329 (M) and deliver service enhancements on the Reading to Waterloo rail line Continue working with neighbouring authorities through the informal freight partnership to effectively manage freight on the SRN and across the region.
Create Healthy and Safe Places	
50% Active travel in towns	
POSITIVE	<ul style="list-style-type: none"> Disabled people and people with short- and long-term health conditions may be less likely to cycle due to unsuitable environments, infrastructure not being accessible for adaptive cycles, and a lack of support. The LTP4 aims to increase the proportion of people cycling through the delivery of high-quality cycle facilities. A lack of dedicated, secure cycle parking that accommodate adaptive cycles can stop disabled people and people with short- and long-term health conditions from cycling. The LTP4 seeks to increase cycle parking provision, including adapted cycles, at local destinations.
Safer streets for all, 50% reduction in KSIs	
POSITIVE	<ul style="list-style-type: none"> Disabled people and people with short- and long-term health conditions are four times more likely to be injured as a pedestrian than people without a disability². Targeted infrastructure changes to reduce collisions at identified cluster sites (Wokingham Town Centre, A4 and B3349), revising speed limits across the borough with targeted interventions, where appropriate, to improve road safety, and increasing the network of quiet rural roads and residential streets. With regard to school aged pupils with a disability or short- and long-term health condition, travel to school via active modes may be difficult, even with parent / carer supervision. The LTP4 would support the trial and delivery of School Streets and safer routes to school across the borough to improve actual and perceived of safety.
Thriving villages in town centres	
POSITIVE	<ul style="list-style-type: none"> Road closures have been found to improve the character of streets, making streets into more pleasant, environments for all people, in particular disabled people and people with short- and long-term health conditions. The LTP4 aims to trial temporary highway closures for local events to support vitality of rural villages.

² ROAD INJURIES IN THE NATIONAL TRAVEL SURVEY UNDER-REPORTING AND INEQUALITIES IN INJURY RISK (2018)
https://westminsterresearch.westminster.ac.uk/download/131c6fd3314dc19383f95fa6a791562f9a0dd3d1a965abbd5058a91296822352/1888783/Road_Injuries_Report_April2018.pdf [Accessed: 21/09/2023]

Impact score	Impact and supporting data
	<ul style="list-style-type: none"><li data-bbox="448 241 2742 363">• A lack of dedicated, accessible transport infrastructure can limit the mobility of disabled people and people with short- and long-term health conditions. The LTP4 seeks to deliver Electric Vehicle charging improvements, secure cycle parking and motorcycle parking facilities at local destinations. Adapted cycle parking is a measure included in the Active Travel policy and as such it is assumed inclusive provision will be applied here as well.

Equality Group: Gender Reassignment

A person's ability to access and use Wokingham Borough's transport network may differ dependent on whether they propose to undergo, are undergoing, or have undergone a process to reassign their sex. Wokingham Borough has a marginally lower proportion of people whose gender identity is different from their sex registered at birth compared to regionally and nationally, meaning that any impact(s) may affect this particular sub-group to a lesser extent.

Impact score	Impact and supporting data
Reduce Environmental Impacts	
Net zero carbon emissions	
Low Negative	<ul style="list-style-type: none"> • People that propose to undergo, are undergoing or have recently undergone gender reassignment may experience difficulties or discomfort when accessing transport due to limitations on gender-neutral toilets for instance. This can inhibit use of transport services, leading to a temporary reliance on motor vehicles. For people who feel unable to cycle, walk and/or wheel, nor access public transport, the LTP4's aim to reduce total traffic movements on Wokingham Borough Council roads would help to improve journey times. • The potential implementation of a network of shared electric vehicles (car clubs) under this policy may have adverse impacts for those that propose to undergo, are undergoing or have recently undergone gender reassignment as the low level of regulation and causal nature of this proposed scheme may lead to people experiencing identity-based discrimination in this space. The policing of such car clubs would be necessary to ensure such negative effects are not felt by this group.
Clean air, removal of all air quality exceedances	
NEUTRAL	<ul style="list-style-type: none"> • Due to its high-level and indirect impact on transport users that propose to undergo, are undergoing, or have undergone gender reassignment, the LTP4 is deemed to potentially have a neutral impact on this particular group: <ul style="list-style-type: none"> ○ Wokingham Town Centre Freight Strategy. ○ Reduce traffic to remove air quality exceedances in Wokingham Town Centre. ○ Improve air quality in Twyford Town Centre. ○ Seek prioritisation of zero emission buses on routes through Wokingham Town Centre and Twyford Crossroads.
High quality sustainable travel corridors	
POSITIVE	<ul style="list-style-type: none"> • A lack of infrastructure that supports people with short-term health conditions due to undergoing / having undergone gender reassignment can lead to difficulty boarding and alighting public transport, leading to a greater journey time. The LTP4 looks to deliver improved interchange and access facilities at Earley rail station, improved access to stations along the North Downs Line, and to improve the forecourt, interchange facilities and car parking at Twyford Station, helping to increase access and journey quality. • The dial-a-ride service under this policy will be beneficial to this group. In instances where public transport usage is not preferable due to unfolding acts of discrimination or harassment, the provision of a private vehicle service will be beneficial.
Develop the Economy	
Well-maintained transport network	
NEUTRAL	<ul style="list-style-type: none"> • Individuals that propose to undergo, are undergoing, or have undergone gender reassignment are more likely to be a victim of harassment or acts of discrimination; this results in reduced feelings of safety when using public transport, walking or cycling, particularly at night-time or on quiet streets. The LTP4 seeks to enhance pedestrian access and safety in local service centres which will be beneficial to this group. • Whilst a well-maintained transport network is beneficial to people of all ages, construction and maintenance works can impact the way in which people travel. As such, these specific LTP4 aims noted under the LTP4 are deemed to potentially have a low negative impact in the short-term, but a positive impact in the longer term: <ul style="list-style-type: none"> ○ Test and trial measures that reduce maintenance needs whilst contributing to the borough's active travel, air quality and road safety targets.

Enable sustainable development	
NEUTRAL	<ul style="list-style-type: none"> All people benefit from the enablement of sustainable development. The LTP4 aims to provide streets that are attractive to and permeable for pedestrians and cyclists which will bring about improvements to the public realm and overall contribute positively to the wellbeing of residents in the area.
Protect and enhance strategic connectivity and freight	
NEUTRAL	<ul style="list-style-type: none"> All people benefit from use of strategic connectivity. The LTP4 looks to support upgrades to the A329 (M) and deliver service enhancements on the Reading to Waterloo rail line Continue working with neighbouring authorities through the informal freight partnership to effectively manage freight on the SRN and across the region.
Create Healthy and Safe Places	
50% Active travel in towns	
POSITIVE	<ul style="list-style-type: none"> People that propose to undergo, are undergoing, or have undergone gender reassignment may be less likely to engage in active travel modes as a result of fear of discrimination in the public realm. The LTP4 aims to increase the proportion of people cycling through the delivery of high-quality cycle facilities. Increased engagement through MyJourney under this policy will also give individuals the opportunity to feedback on their experience of active transport in the borough, enabling a process of continual improvement to boost feelings of safety and accessibility.
Safer streets for all, 50% reduction in KSIs	
NEUTRAL	<ul style="list-style-type: none"> Due to its high-level and indirect impact on transport users that propose to undergo, are undergoing, or have undergone gender reassignment, the LTP4 is deemed to potentially have a neutral impact on this particular group: <ul style="list-style-type: none"> Targeted infrastructure changes to reduce collisions at identified cluster sites (Wokingham Town Centre, A4 and B3349), revising speed limits across the borough with targeted interventions, where appropriate, to improve road safety, and increasing the network of quiet rural roads and residential streets. Support a trial and delivery of School Streets and safer routes to school across the borough.
Thriving villages in town centres	
NEUTRAL	<ul style="list-style-type: none"> The presence of uneven surfaces, lack of dropped kerbs and use of shared spaces can all limit the mobility of people, especially if having recently undergone gender reassignment surgery. The LTP4 seeks to enhance pedestrian access in local service centres. Due to its high-level and indirect impact on transport users that propose to undergo, are undergoing, or have undergone gender reassignment, the following LTP4 aims are deemed to potentially have a neutral impact on this particular group: <ul style="list-style-type: none"> Trial temporary highway closures for local events to support vitality of rural villages. Deliver Electric Vehicle charging improvements, secure cycle parking and motorcycle parking facilities at local destinations.

Equality Group: Marriage and Civil Partnership

A person's ability to access and use Wokingham Borough's transport network may differ dependent on whether they are in and opposite- or same-sex marriage or registered civil partnership. There are a higher proportion of people married or in a registered civil partnership in Wokingham Borough compared to regionally and nationally, meaning that any impact(s) may affect this particular sub-group to a greater extent.

Impact score	Impact and supporting data
Reduce Environmental Impacts	
Net zero carbon emissions	
NEUTRAL	<ul style="list-style-type: none"> • Due to their high-level and indirect impact on transport users, the following LTP4 aims are deemed to potentially have a neutral impact on this particular group: <ul style="list-style-type: none"> ○ Reduce total traffic movements on Wokingham Borough Council. ○ Collaborate with supporting partners and innovators in developing new solutions for decarbonising transport. ○ Energy generation at Park and Ride sites. ○ Promote of peer-to-peer electric charging networks to meet growing demand for EV charging. ○ Provide suitable EV charging infrastructure to support carbon neutral development. ○ Explore expanding the Electric Vehicle network (car club).
Clean air, removal of all air quality exceedances	
NEUTRAL	<ul style="list-style-type: none"> • Due to its high-level and indirect impact on transport users that are in a marriage or civil partnership, the LTP4 is deemed to potentially have a neutral impact on this particular group: <ul style="list-style-type: none"> ○ Wokingham Town Centre Freight Strategy. ○ Reduce traffic to remove air quality exceedances in Wokingham Town Centre. ○ Improve air quality in Twyford Town Centre.
High quality sustainable travel corridors	
NEUTRAL	<ul style="list-style-type: none"> • Due to its high-level and indirect impact on transport users that are in a marriage or civil partnership, the following LTP4 aims are deemed to potentially have a neutral impact on this particular group: <ul style="list-style-type: none"> ○ Deliver high quality cycle facilities as part of the identified Reading Strategic Cycle Routes. ○ Upgrade active travel facilities along the B3349 Barkham Road (connecting Arborfield-Wokingham Town centre). ○ Deliver high quality cycle facilities as part of identified Reading Strategic cycle network and along Barkham Road, the A329 and the A321 Finchampstead Road. ○ Increase bus frequency and improve bus journey times along priority bus corridors (A4/A321, A33, A329 and A327). ○ Deliver a high-quality sustainable transport corridor along the A329. ○ Increasing rail service frequency to 20-minutes along the North Downs Line. ○ Increase bus frequency along priority bus corridors (A4/A321, A33, A329 and A327), and between Wokingham Town-Arborfield and Finchampstead. ○ Improve interchange and access facilities at Earley rail station. ○ Improve access to stations along the North Downs Line. ○ Improve the forecourt, interchange facilities and car parking at Twyford Station.
Develop the Economy	
Well-maintained transport network	
NEUTRAL	<ul style="list-style-type: none"> • Due to its high-level and indirect impact on transport users that are in a marriage or civil partnership, the following LTP4 aims are deemed to potentially have a neutral impact on this particular group:

	<ul style="list-style-type: none"> ○ Test and trial measures that reduce maintenance needs whilst contributing to the borough’s active travel, air quality and road safety targets. ○ Work with operators to share operational and real time data to improve transport services and maintenance.
Enable sustainable development	
NEUTRAL	<ul style="list-style-type: none"> ● All people benefit from the enablement of sustainable development. The LTP4 aims to provide streets that are attractive to and permeable for pedestrians and cyclists which will bring about improvements to the public realm and overall contribute positively to the wellbeing of residents in the area.
Protect and enhance strategic connectivity and freight	
NEUTRAL	<ul style="list-style-type: none"> ● All people benefit from use of strategic connectivity. The LTP4 looks to support upgrades to the A329 (M) and deliver service enhancements on the Reading to Waterloo rail line Continue working with neighbouring authorities through the informal freight partnership to effectively manage freight on the SRN and across the region.
Create Healthy and Safe Places	
50% Active travel in towns	
NEUTRAL	<ul style="list-style-type: none"> ● Due to its high-level and indirect impact on transport users that are in a marriage or civil partnership, the following LTP4 aims are deemed to potentially have a neutral impact on this particular group: <ul style="list-style-type: none"> ○ Increase cycle parking provision at local destinations. ○ Deliver on-street E-scooter hire schemes to improve door-to-door transport. ○ Improve access to green space, especially across Lower Earley Way and to the River Loddon. ○ Delivery of high-quality cycle facilities; part of the Reading Strategic cycle network and along Barkham Road, A329 and A321 Finchampstead Road. ○ Improved pedestrian environments and space for businesses in town centres and increase the range of services and engagement.
Safer streets for all, 50% reduction in KSIs	
POSITIVE	<ul style="list-style-type: none"> ● The LTP4 aims to develop safety initiatives, including through supporting a trial and delivery of School Streets and safer routes to school across the borough. This will be particularly beneficial to those in a marriage or civil partnership with children who attend school.
Thriving villages in town centres	
NEUTRAL	<ul style="list-style-type: none"> ● Due to its high-level and indirect impact on transport users that are in a marriage or civil partnership, the following LTP4 aims are deemed to potentially have a neutral impact on this particular group: <ul style="list-style-type: none"> ○ Trial temporary highway closures for local events to support vitality of rural villages. ○ Deliver Electric Vehicle charging improvements, secure cycle parking and motorcycle parking facilities at local destinations.

Equality Group: Pregnancy and Maternity

A person's ability to access and use Wokingham Borough's transport network may differ dependent on whether they, their partner, or their surrogate are pregnant, have recently given birth, or have adopted. The proportion of births in Wokingham Borough is the same as regionally and nationally, meaning that any impact(s) are not likely to affect this particular group to a lesser nor greater extent.

Impact score	Impact and supporting data
Reduce Environmental Impacts	
Net zero carbon emissions	
POSITIVE	<ul style="list-style-type: none"> A reduction in traffic movements under this policy will be beneficial to pregnant women as it will enable them more reliable estimations of journey time to maternity appointments. Moreover, in emergency events, reduced traffic movements will aid in the quick transport of the mother to the relevant healthcare facility. The potential implementation of the Electric Vehicle Network (car club) may be a new way pregnant women and young mothers can meet and socialise. This will be beneficial due to the positive health and mental wellbeing effects associated with socialisation.
Clean air, removal of all air quality exceedances	
POSITIVE	<ul style="list-style-type: none"> Exposure to poor air quality can impact foetal development, cause miscarriages, premature births, low birth weights, and stillbirths³. The LTP4 aims to reduce traffic to remove air quality exceedances in Wokingham Town Centre and improve air quality in Twyford Town Centre Crossroads. Due to its high-level and indirect impact on transport users, the following LTP4 aim is deemed to potentially have a neutral impact on this particular group: <ul style="list-style-type: none"> Wokingham Town Centre Freight Strategy.
High quality sustainable travel corridors	
POSITIVE	<ul style="list-style-type: none"> People that are pregnant or travelling with small children may require or use adapted cycles to travel, such as bike seats, cargo bikes, etc. The presence of uneven surfaces and lack of dropped kerbs can all also limit the mobility of parents / carers with a younger person, especially if using aids such as pushchairs, walkers, wheelchairs, etc. The LTP4 seeks to increase adapted cycle parking provision across the borough. People that are pregnant or have recently given birth may struggle to board and/or alight public transport services and/or cycle, walk or wheel due to medication and/or medical conditions related to their natal or postnatal (postpartum) stage - considered a short-term and/or long-term impairment. The LTP4 looks to deliver improved interchange and access facilities at Earley rail station, and improved access to stations along the North Downs Line, and improve the forecourt, interchange facilities and car parking at Twyford Station, helping to increase access and journey quality.
Develop the Economy	
Well-maintained transport network	
NEUTRAL	<ul style="list-style-type: none"> Whilst a well-maintained transport network is beneficial to all, construction and maintenance works can impact the way in which people travel. As such, these specific LTP4 aims noted under the LTP4 are deemed to potentially have a low negative impact on this group in the short-term, but a positive impact in the longer term: <ul style="list-style-type: none"> Test and trial measures that reduce maintenance needs whilst contributing to the borough's active travel, air quality and road safety targets. Work with operators to share operational and real time data to improve transport services and maintenance.
Enable sustainable development	

³ Outdoor Air Pollution and Pregnancy Loss: a Review of Recent Literature (2022) [https://link.springer.com/article/10.1007/s40471-022-00304-w#:~:text=Each%2010%20%CE%BCg%2Fm3,%25\)%20increased%20risk%20of%20miscarriage.](https://link.springer.com/article/10.1007/s40471-022-00304-w#:~:text=Each%2010%20%CE%BCg%2Fm3,%25)%20increased%20risk%20of%20miscarriage.) [Accessed: 21/09/2023]

NEUTRAL	<ul style="list-style-type: none"> All people benefit from the enablement of sustainable development. The LTP4 aims to provide streets that are attractive to and permeable for pedestrians and cyclists which will bring about improvements to the public realm and overall contribute positively to the wellbeing of residents in the area. Pregnant women may feel safer moving through the space upon public realm improvements under this policy.
Protect and enhance strategic connectivity and freight	
NEUTRAL	<ul style="list-style-type: none"> All people benefit from use of strategic connectivity. The LTP4 looks to support upgrades to the A329 (M) and deliver service enhancements on the Reading to Waterloo rail line, continue working with neighbouring authorities through the informal freight partnership to effectively manage freight on the SRN and across the region.
Create Healthy and Safe Places	
50% Active travel in towns	
POSITIVE	<ul style="list-style-type: none"> Mothers tend to take shorter journeys for childcare, work, and household responsibilities; these are more likely to involve multi-stop journeys outside of peak hours ('trip chaining'). These journey types are less likely to be served by public transport corridors due to their unique, indirect nature and can be more expensive than direct trips. The LTP4 will aid in this dilemma by providing increasing public transport services.
Safer streets for all, 50% reduction in KSIs	
NEUTRAL	<ul style="list-style-type: none"> Due to its high-level and indirect impact on transport users that are pregnant or have recently given birth, the LTP4 is deemed to potentially have a neutral impact on this particular group: <ul style="list-style-type: none"> Targeted infrastructure changes to reduce collisions at identified cluster sites (Wokingham Town Centre, A4 and B3349). Revising speed limits across the borough with targeted interventions to improve road safety. Increasing the network of quiet rural roads and residential streets.
Thriving villages in town centres	
POSITIVE	<ul style="list-style-type: none"> The presence of uneven surfaces, lack of dropped kerbs, use of shared spaces can all limit the mobility of people who are pregnant or have recently given birth and travelling with prams. The LTP4 seeks to enhance pedestrian access in local service centres.

Equality Group: Race

A person's ability to access and use Wokingham Borough's transport network may differ dependent on their ethnicity. The proportion of people identifying as Asian, Asian British or Asian Welsh in Wokingham Borough is considerably higher than regionally and nationally, meaning that any impact(s) are likely to affect this particular sub-group to a greater extent. All other ethnicities are broadly similar as regionally and nationally, meaning that any impact(s) are not likely to affect these groups to a lesser nor greater extent.

Impact score	Impact and supporting data
Reduce Environmental Impacts	
Net zero carbon emissions	
NEUTRAL	<ul style="list-style-type: none"> Due to their high-level and indirect impact on transport users, the following LTP4 aims are deemed to potentially have a neutral impact on this particular group: <ul style="list-style-type: none"> Collaborate with supporting partners and innovators in developing new solutions for decarbonising transport. Energy generation at Park and Ride sites. Reduce total traffic movements on Wokingham Borough Council roads. Promote peer-to-peer electric charging networks. Provide suitable EV charging infrastructure to support carbon neutral development. Explore expanding the Electric Vehicle network (car club).
Clean air, removal of all air quality exceedances	
POSITIVE	<ul style="list-style-type: none"> People from ethnic minorities are more likely to reside in areas that experience increased levels of pollution⁴. The LTP4 aims to reduce traffic to remove air quality exceedances in Wokingham Town Centre, improve air quality in Twyford Town Centre, and seek prioritisation of zero emission buses on routes through Wokingham Town Centre and Twyford Crossroads.
High quality sustainable travel corridors	
NEUTRAL	<ul style="list-style-type: none"> Bus usage by people in ethnic minority groups is typically higher than for people in White groups⁵. The LTP4 seeks to increase bus frequency along priority bus corridors (A4/A321, A33, A329 and A327) and between Wokingham Town-Arborfield-Finchampstead, as well as the delivery of a high-quality sustainable travel corridor between Reading and Coppid Beach Roundabout, via Winnersh and Wokingham. Due to its high-level and indirect impact on transport users from ethnic minority backgrounds, the following LTP4 aims are deemed to potentially have a neutral impact on this particular group: <ul style="list-style-type: none"> Deliver improved interchange and access facilities at Earley rail station. Deliver high quality cycle facilities as part of the identified Reading Strategic Cycle Routes. Upgrade active travel facilities along the B3349 Barkham Road (connecting Arborfield-Wokingham Town centre). Deliver improved access to stations along the North Downs Line. Improve the forecourt, interchange facilities and car parking at Twyford Station.
Develop the Economy	
Well-maintained transport network	
NEUTRAL	<ul style="list-style-type: none"> Whilst a well-maintained transport network is beneficial to all, construction and maintenance works can impact the way in which people travel. As such, these specific LTP4 aims noted under the LTP4 are deemed to potentially have a low negative impact on this group in the short-term, but a positive impact in the longer term:

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⁴ BAME and poorer Londoners more likely to live in areas with toxic air (2021) <https://www.london.gov.uk/press-releases/mayoral/bame-and-poorer-londoners-face-air-quality-risk#:~:text=Research%20shows%20that%20those%20exposed,most%20severe%20impacts%20of%20COVID.> [Accessed: 21/09/2023]

⁵ Travel, GOV.UK (2023) <https://www.ethnicity-facts-figures.service.gov.uk/culture-and-community/transport/travel/latest#by-ethnicity-number-of-trips-and-mode-of-transport> [Accessed: 21/09/2023]

	<ul style="list-style-type: none"> ○ Test and trial measures that reduce maintenance needs whilst contributing to the borough’s active travel, air quality and road safety targets.
Enable sustainable development	
NEUTRAL	<ul style="list-style-type: none"> ● All people benefit from the enablement of sustainable development. The LTP4 aims to provide streets that are attractive to and permeable for pedestrians and cyclists which will bring about improvements to the public realm and overall contribute positively to the wellbeing of residents in the area.
Protect and enhance strategic connectivity and freight	
NEUTRAL	<ul style="list-style-type: none"> ● All people benefit from use of strategic connectivity. The LTP4 looks to support upgrades to the A329 (M) and deliver service enhancements on the Reading to Waterloo rail line Continue working with neighbouring authorities through the informal freight partnership to effectively manage freight on the SRN and across the region.
Create Healthy and Safe Places	
50% Active travel in towns	
POSITIVE	<ul style="list-style-type: none"> ● People from ethnic minorities are more likely to have reduced access to green spaces⁶. LTP4 seeks to improve access to green space, especially across Lower Earley Way and to the River Loddon. ● 55.0% of people from ethnic minority groups who do not currently cycle would like to start⁷. The LTP4 proposes the delivery of the following infrastructure to improve confidence, and as such, these specific LTP4 aims are deemed to potentially have a positive impact on this particular group: <ul style="list-style-type: none"> ○ High-quality cycle facilities as part of the identified Reading Strategic Cycle Routes. ○ Targeted infrastructure changes to reduce collisions at identified cluster sites, including Wokingham Town Centre, A4 and B3349. ○ Revise speed limits across the borough with targeted interventions where appropriate to improve road safety. ○ Increased network of quieter rural roads and residential streets. ○ Support a trial and delivery of School Streets and safer routes to school across the borough. ○ Deliver high-quality cycle facilities under the Reading Strategic cycle network. ○ Deliver cycle facilities along Barkham Road, A329 and A321 Finchampstead Road, reducing the dominance of vehicles to enable improved pedestrian environments and space for businesses in town centres, ○ Increase cycle parking provision at local destinations. ○ Deliver on-street E-scooter hire schemes to improve door-to-door transport options
Safer streets for all, 50% reduction in KSIs	
POSITIVE	<ul style="list-style-type: none"> ● On average, there are 86 ethnic minority casualties per 10,000 pedestrian casualties compared to 68 White pedestrians per 10,000 pedestrian casualties⁸. The LTP4 seeks to develop targeted infrastructure changes to reduce collisions at identified cluster sites (Wokingham Town Centre, A4 and B3349), revising speed limits across the borough with targeted interventions, where appropriate, to improve road safety, support a trial and delivery of School Streets and safer routes to school across the borough, and increasing the network of quiet rural roads and residential streets.
Thriving villages in town centres	
NEUTRAL	<ul style="list-style-type: none"> ● Around 25.0% of younger people from ethnic minority groups experience harassment due to their colour, race, or religion, on public transport⁹; this can result in reduced feelings of safety, particularly at night-time or whilst waiting for services on quieter streets. The LTP4 seeks to enhance pedestrian access and safety in local service centres. ● Due to its high-level and indirect impact on transport users from ethnic minority backgrounds, the following LTP4 aim is deemed to potentially have a neutral impact on this particular group: <ul style="list-style-type: none"> ○ Trial temporary highway closures for local events to support vitality of rural villages.

⁶ Out of Bounds Equity in Access to Urban Nature (2021) <https://www.groundwork.org.uk/wp-content/uploads/2021/05/Out-of-Bounds-equity-in-access-to-urban-nature.pdf> [Accessed: 21/09/2023]

⁷ Sustrans (2020) <https://www.sustrans.org.uk/our-blog/research/all-themes/all/inclusive-cycling-in-cities-and-towns> [Accessed: 21/09/2023]

⁸ Living Streets <https://www.livingstreets.org.uk/news-and-blog/press-media/deprived-and-ethnic-minority-pedestrians-three-times-more-likely-to-be-injured-on-britain-s-roads> [Accessed: 21/09/2023]

⁹ Department for Transport (2012) Transport for Everyone: an action plan to promote equality [Accessed: 22/09/2023]

- Deliver Electric Vehicle charging improvements, secure cycle parking and motorcycle parking facilities at local destinations.

Equality Group: Religion or Belief

A person's ability to access and use Wokingham Borough's transport network may differ dependent on whether they hold a religion and/or a philosophical belief, or alternatively no religion and/or belief. The proportion of people identifying as Hindu in Wokingham Borough is considerably higher than regionally and nationally, whilst the proportion of people identifying as Sikh is slightly higher comparatively. This means that any impact(s) are likely to affect these particular sub-groups to a greater extent. All other ethnicities are broadly similar as regionally and nationally, meaning that any impact(s) are not likely to affect these groups to a lesser nor greater extent.

Impact score	Impact and supporting data
Reduce Environmental Impacts	
Net zero carbon emissions	
NEUTRAL	<ul style="list-style-type: none"> • Due to their high-level and indirect impact on transport users, the following LTP4 aims are deemed to potentially have a neutral impact on this particular group: <ul style="list-style-type: none"> ○ Collaborate with supporting partners and innovators in developing new solutions for decarbonising transport. ○ Energy generation at Park and Ride sites. ○ Reduce total traffic movements on Wokingham Borough Council roads. ○ Promote of peer-to-peer electric charging networks to meet growing demand for EV charging. ○ Provide suitable EV charging infrastructure to support carbon neutral development. ○ Explore expanding the Electric Vehicle network (car club).
Clean air, removal of all air quality exceedances	
NEUTRAL	<ul style="list-style-type: none"> • Due to their high-level and indirect impact on transport users, the following LTP4 aims are deemed to potentially have a neutral impact on this particular group: <ul style="list-style-type: none"> ○ Wokingham Town Centre Freight Strategy. ○ Reduce traffic to remove air quality exceedances in Wokingham Town Centre ○ Improve air quality in Twyford Town Centre ○ Prioritise zero emission buses on routes through Wokingham Town Centre and Twyford Crossroads.
High quality sustainable travel corridors	
NEUTRAL	<ul style="list-style-type: none"> • Due to its high-level and indirect impact on transport users that visibly hold a religion or belief, the following LTP4 aims are deemed to potentially have a neutral impact on this particular group: <ul style="list-style-type: none"> ○ Deliver improved interchange and access facilities at Earley rail station. ○ Deliver improved access to stations along the North Downs Line. ○ Improve the forecourt, interchange facilities and car parking at Twyford Station. ○ Increase bus frequency along priority bus corridors (A4/A321, A33, A329 and A327) and between Wokingham Town-Arborfield-Finchampstead. ○ Deliver a high-quality sustainable travel corridor between Reading and Coppid Beach Roundabout, via Winnersh and Wokingham. ○ high quality cycle facilities as part of the identified Reading Strategic Cycle Routes, and upgrade active travel facilities along the B3349 Barkham Road (connecting Arborfield-Wokingham Town centre
Develop the Economy	
Well-maintained transport network	
NEUTRAL	<ul style="list-style-type: none"> • There is the potential of a heightened risk of discrimination and/or harassment (hate-crimes) for religious people who wear and/or hold a marked religious identity; this can result in reduced feelings of safety when using public transport, walking or cycling, particularly at night-time or on quiet streets. The LTP4 seeks to work with operators to share operational and real time data to improve transport services and maintenance.

	<ul style="list-style-type: none"> Whilst a well-maintained transport network is beneficial to all, construction and maintenance works can impact the way in which people travel, it is unlikely that the following policy measure will have a significant disproportionate impact on those in this protected characteristic group: <ul style="list-style-type: none"> Test and trial measures that reduce maintenance needs whilst contributing to the borough's active travel, air quality and road safety targets.
Enable sustainable development	
NEUTRAL	<ul style="list-style-type: none"> All people benefit from the enablement of sustainable development. The LTP4 aims to provide streets that are attractive to and permeable for pedestrians and cyclists which will bring about improvements to the public realm and overall contribute positively to the wellbeing of residents in the area.
Protect and enhance strategic connectivity and freight	
NEUTRAL	<ul style="list-style-type: none"> All people benefit from use of strategic transport corridors. The LTP4 looks to support upgrades to the A329 (M) and deliver service enhancements on the Reading to Waterloo rail line Continue working with neighbouring authorities through the informal freight partnership to effectively manage freight on the SRN and across the region.
Create Healthy and Safe Places	
50% Active travel in towns	
NEUTRAL	<ul style="list-style-type: none"> Due to its high-level and indirect impact on transport users, the following LTP4 aims are deemed to potentially have a neutral impact on this particular group: <ul style="list-style-type: none"> Improve access to green space, especially across Lower Earley Way and to the River Loddon. Deliver on-street E-scooter hire schemes to improve door-to-door transport options. Deliver high-quality infrastructure under the Reading Strategic cycle network and along Barkham Road, A329 and A321 Finchampstead Road. Improve pedestrian environments and space for businesses in town centres. Increasing the range of services and engagement. Increase cycle parking provision at local destinations.
Safer streets for all, 50% reduction in KSIs	
POSITIVE	<ul style="list-style-type: none"> The LTP4 aims to develop safety initiatives, including improving safety for cycling and pedestrians in Twyford Town Centre, support a trial and delivery of School Streets and safer routes to school across the borough, targeted infrastructure changes to reduce collisions at identified cluster sites (Wokingham Town Centre, A4 and B3349), introducing targeted interventions where appropriate to improve road safety, and enhancing pedestrian safety in local service centres.
Thriving villages in town centres	
POSITIVE	<ul style="list-style-type: none"> There is the potential of a heightened risk of discrimination and/or harassment (hate crimes) for religious people who wear and/or hold a marked religious identity; this can result in reduced feelings of safety when using public transport, walking or cycling, particularly at night-time or on quiet streets. The LTP4 seeks to enhance pedestrian access and safety in local service centres. Due to its high-level and indirect impact on transport users, the following LTP4 aims are deemed to potentially have a neutral impact on this particular group: <ul style="list-style-type: none"> Identify local priorities for improving walking, cycling and horse riding and trial changes to increase network of low traffic rural/green lanes Trial temporary highway closures for local events to support vitality of rural villages. Deliver Electric Vehicle charging improvements, secure cycle parking and motorcycle parking facilities at local destinations.

Equality Group: Sex

Travel patterns significantly vary for females and males according to different travel purposes. The proportion of people in Wokingham Borough identifying as female or male is broadly in line with regional and national figures, meaning that any impact(s) are not likely to affect these sub-groups to a lesser nor greater extent.

Impact score	Impact and supporting data
Reduce Environmental Impacts	
Net zero carbon emissions	
NEUTRAL	<ul style="list-style-type: none"> Due to their high-level and indirect impact on transport users, the following LTP4 aims are deemed to potentially have a neutral impact on this particular group: <ul style="list-style-type: none"> Reduce total traffic movements on Wokingham Borough Council roads. Collaborate with supporting partners and innovators in developing new solutions for decarbonising transport. Energy generation at Park and Ride sites. Promote peer-to-peer electric charging networks. Provide suitable EV charging infrastructure to support carbon neutral development. Explore expanding the Electric Vehicle network (car club).
Clean air, removal of all air quality exceedances	
NEUTRAL	<ul style="list-style-type: none"> Due to their high-level and indirect impact on transport users, the following LTP4 aims are deemed to potentially have a neutral impact on this particular group: <ul style="list-style-type: none"> Reduce traffic to remove air quality exceedances in Wokingham Town Centre. Improve air quality in Twyford Town Centre. Seek prioritisation of zero emission buses on routes through Wokingham Town Centre and Twyford Crossroads. Wokingham Town Centre Freight Strategy.
High quality sustainable travel corridors	
POSITIVE	<ul style="list-style-type: none"> Journeys taken by males tend to be in the peak hours, direct between work and home, and along key commuter corridors. The LTP4 seeks to deliver the following corridor-based measures, and as such, these specific LTP4 aims are deemed to potentially have a positive impact on this particular group: <ul style="list-style-type: none"> Increase bus frequency and journey times along priority bus corridors (A4/A321, A33, A329 and A327), and between Wokingham Town-Arborfield and Finchampstead. Delivery of a high-quality sustainable transport corridor along the A329 connecting Reading-Winnersh-Wokingham and Coppid Beach Roundabout. Increasing rail service frequency to 20 minutes along the North Downs Line. Increasing bus service frequency between Wokingham Town to Arborfield and Finchampstead, initially to a half hourly with aspiration to develop into 15-minutes. Upgrade active travel facilities along the B3349 Barkham Road to create an active travel corridor connecting Arborfield and Wokingham Town Centre.
Develop the Economy	
Well-maintained transport network	
NEUTRAL	<ul style="list-style-type: none"> Whilst a well-maintained transport network is beneficial to all, construction and maintenance works can impact the way in which people travel, it is unlikely that the following policy measure will have a significant disproportionate impact on those in this protected characteristic group: <ul style="list-style-type: none"> Test and trial measures that reduce maintenance needs whilst contributing to the borough's active travel, air quality and road safety targets.
Enable sustainable development	

POSITIVE	<ul style="list-style-type: none"> All people benefit from the enablement of sustainable development. The LTP4 aims to provide streets that are attractive to and permeable for pedestrians and cyclists which will bring about improvements to the public realm and overall contribute positively to the wellbeing of residents in the area. Specifically, improvements to safety under this policy will be beneficial for women and girls who are disproportionately exposed to issues of gender-based violence on the streets.
Protect and enhance strategic connectivity and freight	
NEUTRAL	<ul style="list-style-type: none"> All people benefit from use of strategic transport corridors. The LTP4 looks to support upgrades to the A329 (M) and deliver service enhancements on the Reading to Waterloo rail line Continue working with neighbouring authorities through the informal freight partnership to effectively manage freight on the SRN and across the region.
Create Healthy and Safe Places	
50% Active travel in towns	
LOW NEGATIVE	<ul style="list-style-type: none"> Women and girls may be less likely to cycle due to a lack of perceived safety and fear of gender-based discrimination. The LTP4 aims to increase the proportion of people cycling through the delivery of high-quality cycle facilities. This policy is only likely to bring about positive effects, however, if cycle facilities are implemented with safety measures such as CCTV and lighting. Women and girls are less likely to utilise open green space for active travel purposes due to a lack of perceived safety and fear of gender-based discrimination. Under this policy access to greenspace is improved. This policy will only be beneficial to this group if implemented with safety measures such as CCTV and lighting.
Safer streets for all, 50% reduction in KSIs	
NEUTRAL	<ul style="list-style-type: none"> Due to its high-level and indirect impact on transport users, the following LTP4 aims are deemed to potentially have a neutral impact on this particular group: <ul style="list-style-type: none"> Targeted infrastructure changes to reduce collisions at identified cluster sites (Wokingham Town Centre, A4 and B3349). Revise speed limits across the borough with targeted interventions. Increase the network of quiet rural roads and residential streets. Support a trial and delivery of School Streets and safer routes to school across the borough.
Thriving villages in town centres	
NEUTRAL	<ul style="list-style-type: none"> Due to its high-level and indirect impact on all transport users, the following LTP4 aim is deemed to potentially have a neutral impact on this particular group: <ul style="list-style-type: none"> Trial temporary highway closures for local events to support vitality of rural villages. Deliver Electric Vehicle charging improvements, secure cycle parking and motorcycle parking facilities at local destinations.

Equality Group: Sexual Orientation

A person's ability to access and use Wokingham Borough's transport network may differ dependent on their sexual orientation. The proportion of people in Wokingham Borough identifying as Lesbian, Gay, Bisexual or Other (LGBTQ+) is broadly in line with regional and national figures, meaning that any impact(s) are not likely to affect this group to a lesser nor greater extent.

Impact score	Impact and supporting data
Reduce Environmental Impacts	
Net zero carbon emissions	
LOW NEGATIVE	<ul style="list-style-type: none"> The potential implementation of a network of shared electric vehicles (car clubs) under this policy may have adverse impacts for those identifying as Lesbian, Gay, Bisexual or Other (LGBTQ+) as the low level of regulation and causal nature of this proposed scheme may lead to people experiencing identity-based discrimination in this space. The policing of such car clubs would be necessary to ensure such negative effects are not felt by this group.
Clean air, removal of all air quality exceedances	
NEUTRAL	<ul style="list-style-type: none"> Due to its high-level and indirect impact on transport users, the following LTP4 aims are deemed to potentially have a neutral impact on this particular group. <ul style="list-style-type: none"> Wokingham Town Centre Freight Strategy. Reduce traffic to remove air quality exceedances in Wokingham Town Centre. Improve air quality in Twyford Town Centre. Seek prioritisation of zero emission buses on routes through Wokingham Town Centre and Twyford Crossroads.
High quality sustainable travel corridors	
NEUTRAL	<ul style="list-style-type: none"> Due to their high-level and indirect impact on transport users, the following LTP4 aims are deemed to potentially have a neutral impact on this particular group: <ul style="list-style-type: none"> Increase bus frequency and journey times along priority bus corridors (A4/A321, A33, A329 and A327), and between Wokingham Town-Arborfield and Finchampstead. Delivery of a high-quality sustainable transport corridor along the A329 connecting Reading-Winnersh-Wokingham and Coppid Beach Roundabout. Increasing rail service frequency to 20 minutes along the North Downs Line. Increasing bus service frequency between Wokingham Town to Arborfield and Finchampstead, initially to a half hourly with aspiration to develop into 15 minutes. Upgrade active travel facilities along the B3349 Barkham Road to create an active travel corridor connecting Arborfield and Wokingham Town Centre.
Develop the Economy	
Well-maintained transport network	
NEUTRAL	<ul style="list-style-type: none"> People that identify as LGBTQ+ can experience sexual orientation-based discrimination; typically resulting in reduced feelings of safety when using public transport, walking or cycling. The LTP4 looks to work with operators to share operational and real time data to improve transport services and maintenance. Whilst a well-maintained transport network is beneficial to all, construction and maintenance works can impact the way in which people travel, it is unlikely that the following policy measure will have a significant disproportionate impact on those in this protected characteristic group: <ul style="list-style-type: none"> Test and trial measures that reduce maintenance needs whilst contributing to the borough's active travel, air quality and road safety targets.
Enable sustainable development	

POSITIVE	<ul style="list-style-type: none"> All people benefit from the enablement of sustainable development. The LTP4 aims to provide streets that are attractive to and permeable for pedestrians and cyclists which will bring about improvements to the public realm and overall contribute positively to the wellbeing of residents in the area. Specifically, improvements to safety under this policy will be beneficial for members of the LGBTQ+ community who are disproportionately exposed to issues of identity-based violence on the streets.
Protect and enhance strategic connectivity and freight	
NEUTRAL	<ul style="list-style-type: none"> All people benefit from use of strategic connectivity. The LTP4 looks to support upgrades to the A329 (M) and deliver service enhancements on the Reading to Waterloo rail line Continue working with neighbouring authorities through the informal freight partnership to effectively manage freight on the SRN and across the region.
Create Healthy and Safe Places	
50% Active travel in towns	
NEUTRAL	<ul style="list-style-type: none"> Due to its high-level and indirect impact on transport users, the following LTP4 aims are deemed to potentially have a neutral impact on this particular group: <ul style="list-style-type: none"> Increase services across a range of modes. Deliver on-street E-scooter hire schemes to improve door-to-door transport options. Increase cycle parking provision at local destinations. Improve access to green space, especially across Lower Earley Way and to the River Loddon.
Safer streets for all, 50% reduction in KSIs	
POSITIVE	<ul style="list-style-type: none"> People that identify as LGBTQ+ can experience sexual orientation-based discrimination; typically resulting in reduced feelings of safety when using public transport, walking or cycling. The LTP4 seeks to introduce targeted interventions to improve safety, and enhance pedestrian accessibility.
Thriving villages in town centres	
POSITIVE	<ul style="list-style-type: none"> People that identify as LGBTQ+ often consider transport an unsafe space and are more likely to be a victim of harassment or acts of discrimination; this results in reduced feelings of safety when using public transport, walking or cycling, particularly at night-time or on quiet streets. The LTP4 seeks to enhance pedestrian access and safety in local service centres.

Equality Group: Socio-economic Disadvantage

A person's ability to access and use Wokingham Borough's transport network may differ dependent on their socio-economic circumstances, which encompass a range of different factors, including education, income and occupation.

The Department for Levelling Up, Housing & Communities' Index of Multiple Deprivation (IMD) is a relative measure of deprivation. The IMD provides a weighted average score of seven domains: 1) income deprivation; 2) employment deprivation; 3) health deprivation and disability; 4) education skills and training deprivation; 5) barriers to housing and services; 6) living environment deprivation; and 7) crime. In 2019, Wokingham Borough had an IMD score of 5.8, making it the second least deprived local authority district in England (ranked 316 out of 316 authorities). In 2021, 61.5% of households in the Borough were not deprived in any of the seven dimensions. Despite this, the Borough had four Lower Super Output Areas (LSOA) (a geographical area comprising between 400-1,200 households, typically with a resident population between 1,000-3,000) in the second most deprived quintile in England. These areas were to the south-east of Wokingham town centre (Wixenford, Gardeners Green and Holme Green); part of the Norreys Estate (near Wokingham town centre); part of Finchampstead; and a small part of Woodley. Based on 2019 mid-year population estimates these four LSOAs accounted for only 4% of the population of the Borough. Due to the relative affluence of the Borough in which the LTP4 covers, it is not envisioned that its population would be negatively impacted socio-economically by the LTP4.

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Impact score	Impact and supporting data
Reduce Environmental Impacts	
Net zero carbon emissions	
POSITIVE	<ul style="list-style-type: none"> Typically, urban areas tend to experience higher levels of both deprivation and congestion. LTP4's aim to reduce total traffic movements on Wokingham Borough Council roads would help to improve quality of life through a reduction in transport emissions in areas where it is most needed. A lack of affordable private options for travel may mean that access to services (education, employment, healthcare, etc.) is restricted for people on lower incomes. The LTP4 seeks to explore expanding the Electric Vehicle network (car club).
Clean air, removal of all air quality exceedances	
POSITIVE	<ul style="list-style-type: none"> Typically, people that are socio-economically disadvantaged live in areas that suffer with high-levels of congestion. The LTP4 aims to reduce traffic to remove air quality exceedances in Wokingham Town Centre, improve air quality in Twyford Town Centre, and seek prioritisation of zero emission buses on routes through Wokingham Town Centre and Twyford Crossroads. Due to its high-level and indirect impact on transport users, the Wokingham Town Centre Freight Strategy is deemed to potentially have a neutral impact on this particular group.
High quality sustainable travel corridors	
NEUTRAL	<ul style="list-style-type: none"> The upfront and associated costs of owning a private vehicle may be unobtainable for people that are socio-economically disadvantaged; whilst cycling does incur a cost, it is a significantly cheaper alternative. The LTP4 looks to deliver high quality cycle facilities as part of the identified Reading Strategic Cycle Routes, and upgrade active travel facilities along the B3349 Barkham Road (connecting Arborfield-Wokingham Town centre). Due to their high-level and indirect impact on transport users that are socio-economically disadvantaged, the following LTP4 aims are deemed to potentially have a neutral impact on this particular group: <ul style="list-style-type: none"> Increase bus frequency along priority bus corridors (A4/A321, A33, A329 and A327) and between Wokingham Town-Arborfield-Finchampstead. Deliver a high-quality sustainable travel corridor between Reading and Coppid Beach Roundabout, via Winnersh and Wokingham. Deliver improved interchange and access facilities at Earley rail station. Improve access to stations along the North Downs Line. Improve the forecourt, interchange facilities and car parking at Twyford Station.
<u>Develop the Economy</u>	
Well-maintained transport network	

NEUTRAL	<ul style="list-style-type: none"> • Whilst a well-maintained transport network is beneficial to all, construction and maintenance works can impact the way in which people travel, it is unlikely that the following policy measure will have a significant disproportionate impact on those in this protected characteristic group: <ul style="list-style-type: none"> ○ Test and trial measures that reduce maintenance needs whilst contributing to the borough's active travel, air quality and road safety targets. ○ Work with operators to share operational and real time data to improve transport services and maintenance.
Enable sustainable development	
NEUTRAL	<ul style="list-style-type: none"> • All people benefit from the enablement of sustainable development. The LTP4 aims to provide streets that are attractive to and permeable for pedestrians and cyclists which will bring about improvements to the public realm and overall contribute positively to the wellbeing of residents in the area.
Protect and enhance strategic connectivity and freight	
NEUTRAL	<ul style="list-style-type: none"> • All people benefit from use of strategic connectivity. The LTP4 looks to support upgrades to the A329 (M) and deliver service enhancements on the Reading to Waterloo rail line Continue working with neighbouring authorities through the informal freight partnership to effectively manage freight on the SRN and across the region.
Create Healthy and Safe Places	
50% Active travel in towns	
NEUTRAL	<ul style="list-style-type: none"> • The large cost associated with cycling in relation to the bike, its maintenance and additional safety measures like bike locks is likely to inhibit the uptake of cycling among economically disadvantaged groups. The LTP4 would seek to deliver secure cycle parking at local destinations. This would alleviate fear of bike theft and money loss for this group. • For people living in less affluent areas, transport services can be seen as a constraint rather than an enabler due to factors like cost acting as a barrier. The cost of travel can extend journeys and/or the number of modes used by people, impacting upon journey quality. • Due to its high-level and indirect impact on transport users who are less affluent, the following LTP4 aim is deemed to potentially have a neutral impact on this particular group: <ul style="list-style-type: none"> ○ Improve access to green space, especially across Lower Earley Way and to the River Loddon. ○ Improve pedestrian environments and space for businesses in town centres. ○ Increase the range of services and engagement.
Safer streets for all, 50% reduction in KSIs	
POSITIVE	<ul style="list-style-type: none"> • People residing in less affluent neighborhoods are more likely to be killed or injured on roads than people living in more affluent areas¹⁰. The LTP4 seeks to introduce targeted infrastructure changes to reduce collisions at identified cluster sites (Wokingham Town Centre, A4 and B3349), revising speed limits across the borough with targeted interventions, where appropriate, to improve road safety, and increase the network of quiet rural roads and residential streets, and support a trial and delivery of School Streets and safer routes to school across the borough, helping to improve actual and perceptions of safety.
Thriving villages in town centres	
POSITIVE	<ul style="list-style-type: none"> • Due to its high-level and indirect impact on less affluent transport users, the following LTP4 aim is deemed to potentially have a neutral impact on this particular group: <ul style="list-style-type: none"> ○ Trial temporary highway closures for local events to support vitality of rural villages. ○ Deliver Electric Vehicle charging improvements, secure cycle parking and motorcycle parking facilities at local destinations. ○ Enhance pedestrian access in local service centres. ○ The LTP4 identifies local priorities for improving walking, cycling and horse riding and trial changes to increase network of low traffic rural/green lanes.

¹⁰ The Kings Fund (2022) <https://www.kingsfund.org.uk/publications/what-are-health-inequalities> [Accessed: 21/09/2023]

Equality Group: Armed Forces Communities

The Armed Forces Community includes the British Army, Royal Air Force, and Royal Navy. The term 'Service People' applies to current members (serving personnel), former members (veterans), as well as relevant family members. A person's ability to access and use Wokingham Borough's transport network may differ dependent on whether they have previously served in the UK regular and/or reserve armed forces.

The proportion of Service Members by type for Wokingham Borough was broadly in line with that for the south east and for England. Overall, 1,737,781 people (3.8% of the total population of England) have served in any UK armed forces, of which 317,082 (18.2%) reside in the South East. This may be due to proximity of Armed Forces sites within the region, examples of which include, but not limited to: Aldershot Garrison (Hampshire); Army Training Centre (ATC) Pirbright (Surrey); North Atlantic Treaty Organization (NATO) Allied Maritime Command (MARCOM) (north west London); Royal Air Force (RAF) Benson (south Oxfordshire); RAF High Wycombe (Buckinghamshire); RAF Kenley (south London); RAF Odiham (Hampshire); RAF Northolt (west London); and, Royal Military Academy (RMA) Sandhurst (Surrey). Wokingham Borough has a lower proportion of people who have previously served in either the regular or reserve UK armed forces, or both, compared to regionally and nationally, meaning that any impact(s) may affect this particular sub-group to a lesser extent.

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Impact score	Impact and supporting data
Reduce Environmental Impacts	
Net zero carbon emissions	
POSITIVE	<ul style="list-style-type: none"> Service People (those who have served / serve in the armed forces) who are Disabled or have a military-related injuries may struggle to access and/or use Electric Vehicle charging infrastructure due to inaccessible parking or the presence of heavy charging cables. Within the centre of Wokingham, there are circa four charging points that are both publicly accessible and have no access restrictions, limiting the charging options available. The LTP4 seeks to promote peer-to-peer electric charging networks to meet growing demand for EV charging and providing suitable EV charging infrastructure to support carbon neutral development. The use of new digital innovations can act as a blocker to transport for Service People who may not have access and/or the knowledge to use these emerging technologies. The LTP4 looks to support improved digital accessibility for local residents. Inadequate infrastructure can inhibit the use of transport services for Service People who are Disabled or have a military-related injuries, leading to a reliance on motor vehicles. For people who are not able to cycle, walk and/or wheel, nor access public transport, the LTP4's aim to reduce total traffic movements on Wokingham Borough Council roads would help to improve journey times for people reliant on a private vehicle(s).
Clean air, removal of all air quality exceedances	
NEUTRAL	<ul style="list-style-type: none"> Due to their high-level and indirect impact on Service People, the following LTP4 aims are deemed to potentially have a neutral impact on this particular group: <ul style="list-style-type: none"> Wokingham Town Centre Freight Strategy. Reduce traffic to remove air quality exceedances in Wokingham Town Centre. Improve air quality in Twyford Town Centre. Seek prioritisation of zero emission buses on routes through Wokingham Town Centre and Twyford Crossroads.
High quality sustainable travel corridors	
POSITIVE	<ul style="list-style-type: none"> A lack of suitable infrastructure for Service People who are Disabled or have a military-related injuries can be a barrier to travel. The LTP4 aims to deliver high quality cycle facilities as part of the identified Reading Strategic Cycle Routes, and upgrade active travel facilities along the B3349 Barkham Road (connecting Arborfield-Wokingham Town centre, deliver improved interchange and access facilities at Earley rail station, improved access to stations along the North Downs Line, and to improve the forecourt, interchange facilities and car parking at Twyford Station, helping to increase access and journey quality.

	<ul style="list-style-type: none"> In Wokingham Borough, Disabled person's bus passes are free for residents who have a permanent disability or a disability that is expected to last at least one year. The LTP4 seeks to increase bus frequency along priority bus corridors (A4/A321, A33, A329 and A327) and between Wokingham Town-Arborfield-Finchampstead, as well as the delivery of a high-quality sustainable travel corridor between Reading and Coppid Beach Roundabout, via Winnersh and Wokingham. The cost of travel can extend journeys and/or the number of modes used by Service People who are Disabled or have a military-related injuries or that do not feel comfortable/confident using particular modes, impacting upon journey quality. The LTP4 aims to work with partners to develop a lower fares structure through Enhanced Bus Partnership. Some Service People who are Disabled or have a military-related injuries may have greater difficulty cycling, walking and/or wheeling long distances; the LTP4 indicates that community Dial-a-Ride services, which can be used by Disabled Service People, will continue to be funded.
<u>Develop</u> the Economy	
Well-maintained transport network	
NEUTRAL	<ul style="list-style-type: none"> Whilst a well-maintained transport network is beneficial to all, construction and maintenance works can impact the way in which people travel, it is unlikely that the following policy measure will have a significant disproportionate impact on those in this protected characteristic group: <ul style="list-style-type: none"> Test and trial measures that reduce maintenance needs whilst contributing to the borough's active travel, air quality and road safety targets. Work with operators to share operational and real time data to improve transport services and maintenance.
Enable sustainable development	
POSITIVE	<ul style="list-style-type: none"> All people benefit from the enablement of sustainable development. The LTP4 aims to provide streets that are attractive to and permeable for pedestrians and cyclists which will bring about improvements to the public realm and overall contribute positively to the wellbeing of residents in the area. A lack of suitable parking infrastructure for Service People who are Disabled or have a military-related injuries can be a barrier to travel. The LTP4 aims to increase disabled vehicle and adapted cycle parking provision across the borough.
Protect and enhance strategic connectivity and freight	
NEUTRAL	<ul style="list-style-type: none"> All people benefit from use of strategic connectivity. The LTP4 looks to support upgrades to the A329 (M) and deliver service enhancements on the Reading to Waterloo rail line Continue working with neighbouring authorities through the informal freight partnership to effectively manage freight on the SRN and across the region.
Create Healthy and Safe Places	
50% Active travel in towns	
NEUTRAL	<ul style="list-style-type: none"> Due to its high-level and indirect impact on Service People, the following LTP4 aim is deemed to potentially have a neutral impact on this particular group: <ul style="list-style-type: none"> Improve access to green space, especially across Lower Earley Way and to the River Loddon. Deliver high-quality cycle facilities; part of the Reading Strategic cycle network and along Barkham Road, A329 and A321 Finchampstead Road. Improve pedestrian environments and space for businesses in town centres. Increase the range of services and engagement. Increase cycle parking provision at local destinations.
Safer streets for all, 50% reduction in KSIs	
NEUTRAL	<ul style="list-style-type: none"> Due to its high-level and indirect impact on Service People, the following LTP4 aim is deemed to potentially have a neutral impact on this particular group: <ul style="list-style-type: none"> Targeted infrastructure changes to reduce collisions at identified cluster sites (Wokingham Town Centre, A4 and B3349). Revising speed limits across the borough with targeted interventions. Increase the network of quiet rural roads and residential streets. Support a trial and delivery of School Streets and safer routes to school across the borough.
Thriving villages in town centres	

NEUTRAL	<ul style="list-style-type: none">• Due to its high-level and indirect impact on Service People, the following LTP4 aim is deemed to potentially have a neutral impact on this particular group:<ul style="list-style-type: none">○ Identify local priorities for improving walking, cycling and horse riding and trial changes to increase network of low traffic rural/green lanes.○ Trail temporary highway closures for local events to support vitality of rural villages.○ Deliver Electric Vehicle charging improvements, secure cycle parking and motorcycle parking facilities at local destinations.
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6. Conclusion and next steps.

IMPACT SUMMARY TABLE

Aim	Age	Disability	Gender Reassignment	Marriage and Civil Partnership	Pregnancy and Maternity	Race	Religion or Belief	Sex	Sexual Orientation	Socio-economic Disadvantage	Armed Forces Communities
Net Zero Carbon Emissions	Positive	Positive	Low Negative	Neutral	Positive	Neutral	Neutral	Neutral	Low Negative	Positive	Neutral
Clean Air, removal of all air quality exceedances	Positive	Positive	Neutral	Neutral	Positive	Positive	Neutral	Neutral	Neutral	Positive	Positive
High-Quality Sustainable Travel Corridors	Positive	Positive	Positive	Neutral	Positive	Neutral	Neutral	Positive	Positive	Neutral	Positive
A Well-Maintained Transport Network	Positive	Positive	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral
Enable Sustainable Development	Positive	Positive	Neutral	Neutral	Neutral	Neutral	Neutral	Positive	Positive	Neutral	Positive
Protect and Enhance Strategic Road and Rail Connectivity	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral
50% Active Travel in Towns by 2030	Positive	Positive	Positive	Neutral	Positive	Positive	Positive	Low Negative	Neutral	Neutral	Neutral
Safer Streets for All	Positive	Positive	Neutral	Positive	Neutral	Positive	Neutral	Neutral	Positive	Positive	Neutral
Thriving Villages and Rural Centres	Positive	Positive	Neutral	Neutral	Positive	Neutral	Neutral	Neutral	Positive	Positive	Neutral

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Impact on Equality Groups	Description
Positive	The proposal promotes equality of opportunity by meeting needs or addressing existing barriers to participation and/or promotes good community relations
Neutral	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

This assessment has found 41 positive impacts and 55 neutral impacts across the given equality groups, with age, disability, and pregnancy and maternity experiencing the highest level of positive effect, and marriage and civil partnership, gender reassignment, sex and religion and belief experiencing the least. Three Low Negative scores were identified for gender reassignment, sex and sexual orientation. These related to the potential for identity and gender based discrimination. Where there are low negative impacts identified, further full

assessment may be required, incorporating mitigation and monitoring actions. Reference to this initial assessment and any further full assessment must be made in any associated reports after receiving formal approval from the Assistant Director responsible for the LTP4.



WOKINGHAM
BOROUGH COUNCIL

Wokingham Borough Council

LOCAL TRANSPORT PLAN 4

Draft Equalities Impact Assessment: Stage 2

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Equality Impact Assessment (EqIA) form: the full 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 2 of the process. If an officer is undertaking a project, policy change, or service change and a negative impact has been identified at Stage 1 on a protected equality group then a full impact assessment must be completed.

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

Date started:	October 2023
Completed by:	
Service:	Highways and Transport
Project or policy EqIA relates to:	Wokingham Local Transport Plan 4
Date EqIA discussed at service team meeting:	
Equality Improvement Plan approved:	
Signed off by (AD):	
Sign off date:	

2. Consultation

The initial impact review found 41 positive impacts, 55 neutral impacts and three low negative scores. To further understand the potential negative impacts on protected equality groups and decide what actions might be needed, the relevant equality groups should be consulted.

Please complete the table below for the relevant characteristics.

Equality group	Date of consultation	Potential negative impacts identified	Changes or actions based on feedback from consultation
Age		All Positive or neutral	
Disability		All Positive or neutral	
Gender reassignment	December 2023- January 2024	Low Negative impact People undergoing or who have recently undergone gender reassignment may experience difficulties or discomfort when accessing transport due to limitations on gender-neutral toilets for instance. This can inhibit use of transport services, leading to a temporary reliance on motor vehicles. For people who feel unable to cycle, walk and/or wheel, nor access public transport, the LTP4's aim to reduce total traffic movements on Wokingham Borough Council roads would help to improve journey times. <ul style="list-style-type: none"> The potential implementation of a network of shared electric vehicles (car clubs) under this policy may have adverse impacts for those that propose to undergo, are undergoing or have recently undergone 	<i>To be completed following consultation</i>

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		gender reassignment as the low level of regulation and causal nature of this proposed scheme may lead to people experiencing identity-based discrimination in this space. The policing of such car clubs would be necessary to ensure such negative effects are not felt by this group.	
Marriage and Civil Partnership		All Positive or neutral	
Pregnancy/Maternity		All Positive or neutral	
Religious belief		All Positive or neutral	
Race		All Positive or neutral	
Sex	December 2023- January 2024	<p>Low Negative impact</p> <ul style="list-style-type: none"> • Women and girls may be less likely to cycle due to a lack of perceived safety and fear of gender-based discrimination. • The LTP4 aims to increase the proportion of people cycling through the delivery of high-quality cycle facilities. This policy is only likely to bring about positive effects, however, if cycle facilities are implemented to an appropriate standard of safety. • Women and girls are less likely to utilise open green space for active travel purposes due to perceived safety and fear of gender-based discrimination. Under this policy access to greenspace is improved. <p>This policy may only be beneficial to this group if implemented with safety measures, such as CCTV and lighting</p>	<i>To be completed following consultation</i>

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Sexual Orientation	December 2023- January 2024	Low Negative impact The potential implementation of a network of shared electric vehicles (car clubs) under this policy may have adverse impacts for those identifying as Lesbian, Gay, Bisexual or Other (LGBTQ+) as the low level of regulation and causal nature of this proposed scheme may lead to people experiencing identity-based discrimination in this space. The policing of such car clubs would be necessary to ensure such negative effects are not felt by this group	<i>To be completed following consultation</i>
Socio-economic disadvantage		All Positive or neutral	
Armed Forces Communities		All Positive or neutral	

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3. Equality improvement plan

The project owner must complete an Equality Improvement Plan. This improvement plan sets out the actions to minimise or remove negative impacts. It should also be used to action any opportunities to promote equality and understanding between communities that have been identified throughout the assessment.

The improvement plan should be a 'live document' and be updated and reviewed throughout the delivery of the proposal.

The improvement plan comprises:

- A. an assessment table
- B. an implementation table

Please complete Table A now and keep Table B up to date throughout delivery of the proposal.

Table A: Assessment table

Equality group	Actions required	Expected outcome from actions	Responsible owner	How will the delivery of your actions be monitored	Review date (s)
Sex	Design to best practice in LTN 1/20 and consideration of gender bias in design (for example DIA-L tool)	Active Travel infrastructure that is suitable and attractive for all users			
Gender Reassignment	Working with operators to identify what has been implemented successfully elsewhere on shared electric vehicles	Incorporate best practice for elsewhere to reduce risk of negative impacts			
Sexual Orientation	Working with operators to identify what has been implemented successfully elsewhere on shared electric vehicles	Incorporate best practice for elsewhere to reduce risk of negative impacts			
All	Bespoke scheme, based equality impact assessment for all schemes of significant financial value.	Detailed consideration of scheme level EqIA impacts			

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Table B: Implementation table

Notes from implementation	Actions completed	Impacts eliminated or mitigated

4. Conclusion, sign-off & Publication

The completed EqIA must be reviewed by the management team for your service and submitted for sign-off to the relevant Assistant Director or project sponsor. The EqIA must then be attached to the project or policy paper to be considered by the Executive or other relevant committee and will be published to the council's website.

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Please complete the table below:

Date of executive paper publication:	20 th November 2023
How do you intend to communicate any changes to the affected groups?	Through Public Consultation and engagement on the draft LTP and Action Plan, including bespoke meetings on individual measures where appropriate.
Date of communication:	