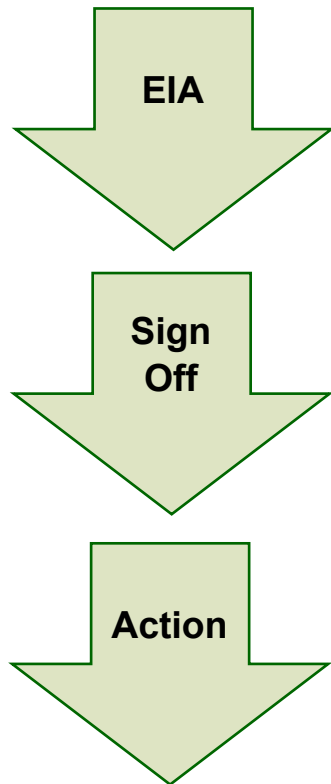


## Warwickshire County Council (WCC) Equality Impact Assessment (EIA) Form

The purpose of an EIA is to ensure WCC is as inclusive as possible, both as a service deliverer and as an employer. It also demonstrates our compliance with Public Sector Equality Duty (PSED).

This document is a planning tool, designed to help you improve programmes of work by considering the implications for different groups of people. A guidance document is available [here](#).

Please note that, once approved, this document will be made public, unless you have indicated that it contains sensitive information. Please ensure that the form is clear and easy to understand. If you would like any support or advice on completing this document, please contact the Equality, Diversity and Inclusion (EDI) team via [equalities@warwickshire.gov.uk](mailto:equalities@warwickshire.gov.uk), or if it's relating to health inequalities, please contact Public Health via [padmin@warwickshire.gov.uk](mailto:padmin@warwickshire.gov.uk).



- Having identified an EIA is required, ensure that the EIA form is completed before any work is started. This includes gathering evidence and / or engaging the relevant stakeholders to inform your assessment.
- Brief the relevant Assistant Director for sign off and upload the completed form here: [Upload Completed Equality Impact Assessments](#). Please name it “EIA [project] [service area] [year]”
- Undertake further research / engagement to further understand impacts (if identified).
- Undertake engagement and / or consultation to understand if EIA has identified and considered impacts.
- Amend accordingly to engagement / consultation feedback and brief decision makers of any changes.
- Implement proposed activity.
- Monitor impacts and mitigations as evidence of duty of care.

## Section One: Essential Information

<p><b>Service / policy / strategy / practice / plan being assessed</b></p>	<p>Kenilworth Road Cycle Route (K2L Section 1a), Leamington Spa</p> <p>This EQIA reviews the overall scheme as proposed in August 2022 and shown in the published drawings:</p> <ul style="list-style-type: none"> <li>• General Arrangement Sheet 1: 9.2-A452-069-006-F <a href="https://api.warwickshire.gov.uk/documents/WCCC-1615347118-910">https://api.warwickshire.gov.uk/documents/WCCC-1615347118-910</a></li> <li>• General Arrangement Sheet 2: 9.2-A452-069-007-E <a href="https://api.warwickshire.gov.uk/documents/WCCC-1615347118-911">https://api.warwickshire.gov.uk/documents/WCCC-1615347118-911</a></li> <li>• Scheme Overview Plan 9.2-A452-069-009-B <a href="https://api.warwickshire.gov.uk/documents/WCCC-1615347118-912">https://api.warwickshire.gov.uk/documents/WCCC-1615347118-912</a></li> </ul>
<p><b>Business Unit / Service Area</b></p>	<p>Transport Planning / Transport &amp; Highways</p>
<p><b>Is this a new or existing service / policy / strategy / practice / plan?</b></p> <p>If existing, please state date of last assessment.</p>	<p>New scheme / project</p>
<p><b>EIA Authors</b></p> <p><b>N.B.</b> It is best practice to have more than one person complete the EIA to bring different perspectives to the table.</p>	<p>Alison Kennedy/ Stephen Rumble</p>

<b>Do any other Business Units / Service Areas need to be included?</b>	Transport Delivery
<b>Does this EIA contain personal and / or sensitive information?</b>	No
<b>Are any of the outcomes from this assessment likely to result in complaints from existing services users, members of the public and / or employees?</b>	If <b>yes</b> , please let your Assistant Director and the Customer Relations Team know as soon as possible

**1. Please explain the background to your proposed activity and the reasons for it.**

The proposal is to construct a new cycle route on the Kenilworth Road, Leamington Spa. This will provide a continuous and safe off-road cycle route alongside the A452 Kenilworth Road between Binswood Avenue and Northumberland Road and a new signed cycle route along Beauchamp Road and Binswood Avenue, between Leamington Spa town centre and Kenilworth Road.

The Kenilworth Road Cycle Route is one part of a proposed 5km walking, wheeling and cycling route alongside the A452 between Kenilworth and Leamington (K2L). This includes a new foot and cycle bridge across the River Avon near Chesford Grange. The Kenilworth Road Cycle Route is the first scheme within K2L Section 1: Leamington Spa town centre to Bericote roundabout.

The Kenilworth Road Cycle Route and K2L are also part of a wider programme to improve and extend the networks of walking, wheeling and cycling routes in and around Warwickshire's towns. The aim is to create a safe and attractive environment for walking, wheeling and cycling, so that they become the natural choices for shorter journeys and outdoor recreation in Warwickshire. Detailed proposals and scheme priorities are set out in the draft Warwickshire Local Cycling and Walking Infrastructure Plan.

Making it easier for people to walk, wheel and cycle for short local journeys will also help to tackle congestion, improve air quality, reduce carbon emissions, and support an increase in physical activity.

## 2. Please outline your proposed activity including a summary of the main actions.

The overall scheme, which was subject to local engagement in Autumn 2022 included the following proposed measures (south to north):

- New pedestrian and cyclist crossing refuge on Clarendon Avenue including extension of cycle lanes and removal of up to four parking spaces to provide a safe crossing point for pedestrians and cyclists between Beauchamp Road and the town centre, and to link with existing cycling facilities on Tavistock Street.
- Pavement extension and provision of cycle parking stands on Beauchamp Road to enable cyclists to park up and continue to Leamington town centre on foot.
- On-road advisory cycle route to be signed between Clarendon Avenue and Kenilworth Road, along Beauchamp Road and Binswood Avenue.
- 3.0m wide separate cycle track along the eastern side of Kenilworth Road between Binswood Avenue, and Cloister Crofts. The new cycle track would be created by reallocating road space from the carriageway and existing footway, removal of right turning lanes for Cloister Crofts and Woodcote Road, and removal of the refuge island near Cloister Crofts. The right turn lanes into Lillington Avenue will be retained. Pedestrians would retain a 2.0m wide footway in front of properties. The cycle track would commence just north of Binswood Avenue near the existing pedestrian and cycle crossing (Toucan crossing) and shared footway, and end just north of Cloister Crofts. There will be short sections of shared footway at bus stops, pedestrian crossings and side roads – see details below.
- Pavement widening and creation of short sections of shared use footway/ cycle track adjacent to bus stops, pedestrian crossings and side roads, to provide more space for crossover movements by pedestrians and bus passengers.
- Upgrade of existing signal-controlled pedestrian crossing (Puffin) to pedestrian and cycle crossing (Toucan) on the Lillington Avenue arm of the crossroads junction. This will involve changes to signal displays and a wider crossing space.
- Priority crossing for pedestrians and cyclists across Woodcote Road cul-de-sac. Motorists will be expected to give way to cyclists and pedestrians wishing to cross.

- Pavement widening and creation of shared use footway/ cycle track between Cloister Crofts and Gables House. The wider footway would be created by reallocating road space from the carriageway and removal of right turning lane and refuge island at Gables House. The right turn lane into Northumberland Road will be retained.
- Extension of double yellow lines. Parking restrictions will be extended to cover both sides of Kenilworth Road (between Binswood Avenue and Gables House, north of Northumberland Avenue) to manage traffic flows and to prevent parking on the existing pavements and the new cycle route.

### 3. Who is this going to impact and how?

Customers	Members of the Public	Employees	Job Applicants
People who visit Leamington	People who live in Leamington and Kenilworth	People who work in Leamington and Kenilworth	
<b>Other, please specify:</b>	Organisations and businesses based in Warwickshire or whose interests cover transport or recreation in Warwickshire		

#### Section Two: Evidence

Please include any evidence or relevant information that has influenced the decisions contained in this EIA. This could include demographic profiles; audits; research; health needs assessments; national guidance or legislative requirements and how this relates to the protected characteristic groups and additional groups outlined in Section Four.

#### A – Quantitative Evidence

This is evidence which is numerical and should include the number people who use the service and the number of people from the protected characteristic groups who might be affected by changes to the service.

From Census 2021

<https://data.warwickshire.gov.uk/population/reports/#/view-report/9925e741b4b449c090dd87016ce0eae9/E07000222/G2>

148,452 people live in Warwick District which includes Leamington Spa and Kenilworth  
 50% are female, 50% male  
 16% are aged 0-14, 65% are aged 15-64, 19% over 65  
 84.3% are white, 15.7% are ethnic minorities  
 65% have a religion (58% Christian, 4% Sikh, 1% Hindu, 1% Muslim, 1% other)

**B – Qualitative Evidence**

This is data which describes the effect or impact of a change on a group of people, e.g. some information provided as part of performance reporting.

Walking and cycling are the most accessible of all modes of transport, both in terms of age of user and ability. Walking and cycling are also the most accessible forms of physical activity – providing health benefits (mental as well as physical) for all people with protected characteristics under the Public Sector Equality Duty.

Various sources of evidence demonstrate these benefits:

- Cycling for Everyone, Sustrans 2020 [https://www.sustrans.org.uk/media/7377/cycling\\_for\\_everyone-sustrans-arup.pdf](https://www.sustrans.org.uk/media/7377/cycling_for_everyone-sustrans-arup.pdf)
- Walking for Everyone, Sustrans and Living Streets 2022 [https://www.sustrans.org.uk/media/10152/220322-inclusivewalking-a4report\\_v23\\_remediated.pdf](https://www.sustrans.org.uk/media/10152/220322-inclusivewalking-a4report_v23_remediated.pdf)
- Cycling and walking for individual and population health benefits, Public Health England 2018 [https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/757756/Cycling\\_and\\_walking\\_for\\_individual\\_and\\_population\\_health\\_benefits.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/757756/Cycling_and_walking_for_individual_and_population_health_benefits.pdf)

**Section Three: Engagement**

Engagement with individuals or organisations affected by the proposed activity must take place. For further advice and support with engagement and consultations, click [here](#).

**Has the proposed**

Stakeholder engagement took place in August, September and October 2022

<p><b>activity been subject to engagement or consultation with those it's going to impact, considering their protected characteristics and socio-economic status? If YES, please state who with.</b></p>	<p>A full list can be provided on request but includes:  Letters to 500 addresses:  <ul style="list-style-type: none"> <li>Local residents and businesses adjacent to the route</li> </ul> Emails to over 200 contacts:  <ul style="list-style-type: none"> <li>Elected members (Warwickshire County Council, Warwick District, Kenilworth Town Council and Member of Parliament)</li> <li>Parish Clerks (Kenilworth, Old Milverton and Blackdown, Stoneleigh and Ashow, Leek Wootton and Guy's Cliffe)</li> <li>Cycle and environmental groups and cycle businesses</li> <li>Local businesses and community organisations, and business organisations (Leamington BID and Coventry and Warwickshire Chamber of Commerce)</li> <li>Emergency services and NHS trusts</li> <li>Public transport operators and taxi representatives</li> <li>Waste and recycling operators and freight organisations</li> <li>Groups representing people with disabilities</li> <li>Groups representing older people and young people</li> <li>Other voluntary and community organisations including LGBT, maternity and faith groups</li> <li>Officers at Warwick District Council and Warwickshire County Council</li> </ul> </p>
<p><b>If NO engagement, please state why.</b></p>	<p>n/a</p>
<p><b>How was the engagement carried out?</b></p>	<p>Press release issued by Warwickshire County Council on 29<sup>th</sup> August 2022:  <a href="https://www.warwickshire.gov.uk/news/article/3221/give-your-views-on-plans-for-the-kenilworth-road-cycle-scheme">https://www.warwickshire.gov.uk/news/article/3221/give-your-views-on-plans-for-the-kenilworth-road-cycle-scheme</a> This was supported by a dedicated web page, with scheme drawings and a link to an online form:  <a href="https://www.warwickshire.gov.uk/cycling/cycle-route-schemes-consultation/6">https://www.warwickshire.gov.uk/cycling/cycle-route-schemes-consultation/6</a></p> <p>As well as the online form, more detailed comments or queries were invited to be submitted to the Transport Planning Unit email inbox or by telephone.</p>

	Approximately 200 emails were sent to local stakeholders on 26 <sup>th</sup> August. 500 letters were sent out to adjacent residents on 30 <sup>th</sup> August.	
<b>Focus Groups</b>	Yes	The scheme was mentioned in wider discussions about Active Travel at the Warwickshire Vision group (Leamington Spa) on 15 <sup>th</sup> August.
<b>Surveys</b>	Yes	Online survey on website: <a href="https://www.warwickshire.gov.uk/cycling/cycle-route-schemes-consultation/6">https://www.warwickshire.gov.uk/cycling/cycle-route-schemes-consultation/6</a> Also available in paper form at Leamington Library and Shire Hall in Warwick throughout September, at Leamington Eco-Fest on Saturday 3 <sup>rd</sup> September and at the Royal Priors Shopping Centre on Monday 5 <sup>th</sup> September.
<b>Public Event</b>	Yes	Leamington Eco-Fest on Saturday 3 <sup>rd</sup> September Royal Priors Shopping Centre on Monday 5 <sup>th</sup> September. Two WCC officers attended these events to answer questions and provide more detailed information about the proposals
<b>Displays / Exhibitions</b>	Yes	Drawings were available to view at Leamington Library and Shire Hall in Warwick, as well as at Leamington Eco-Fest on Saturday 3 <sup>rd</sup> September and a drop-in event at the Royal Priors Shopping Centre on Monday 5 <sup>th</sup> September. Paper survey forms were available at these venues. The scheme was also mentioned in discussions at the Warwickshire Vision group (Leamington Spa) on 15 <sup>th</sup> August.
<b>Other (please specify)</b>	Yes	Public notices regarding the proposed footway conversion and pedestrian crossing upgrade (Section 23 Road Traffic Regulation Act 1984 and Sections 65 & 66 Highways Act 1980) were posted online on 9 <sup>th</sup> September, erected at 3 locations along the route on 13 <sup>th</sup> September and published in the Leamington Spa Courier series on 15 <sup>th</sup> September 2022.
<b>Has the proposed activity changed as a result of the engagement?</b>	Yes	Results of engagement: <ul style="list-style-type: none"> <li>• 177 responses to the survey questions (175 online and 2 paper)</li> <li>• 25 emails</li> </ul> <p>The engagement demonstrated high levels of support for the project; however, some opposition was expressed and concerns with the design raised. This included objections to the inclusion of</p>



		sections of shared space facilities within the design from an organisation representing people with visual impairment.  Engagement led to design review, further data collection and minor modifications to proposals.
<b>Have the results of the engagement been fed back to the consultees?</b>	Partially	Early feedback was discussed with local councillors  A summary of engagement is included with the Portfolio Holder Report which will be shared with public in January 2022
<b>Is further engagement or consultation recommended or planned?</b>	Yes	Further consultation is planned as part of regulatory orders for double yellow lines and notices for road hump, changes to signal-controlled crossings and shared use footways/ cycle tracks.
<b>What process have you got in place to review and evaluate?</b>		Existing governance and design review processes include: <ul style="list-style-type: none"> <li>• WCC Cycle Schemes Board and WCC Major Schemes Board (officers)</li> <li>• WCC Members Cycling Liaison Group and K2L Local Members' Panel</li> <li>• WCC officers' meetings including a cycle schemes monthly update</li> <li>• As required, Portfolio Holder reports to approve specific proposals</li> </ul> Evaluation includes: <ul style="list-style-type: none"> <li>• Before and after traffic and user surveys</li> <li>• Review of consultation responses</li> </ul>

## Section Four: Assessing the Impact

### Protected Characteristics and other groups that experience greater inequalities

What will the impact of implementing this proposal be on people who share characteristics protected by the Equality Act 2010 or are likely to be affected by the proposed activity? This section also allows you to consider other impacts, e.g. health inequalities such as deprivation, socio-economic status, vulnerable groups such as individuals who suffer socio-economic disadvantage, armed forces, carers, homelessness, people leaving prison, young people leaving care etc.

On the basis of evidence, has the potential impact of the proposed activity been judged to be positive (+), neutral (=), negative (-), or positive and negative (+&-), for each of the protected characteristic groups below and in what way?

	<b>What information do you have? What information do you still need to get?</b>	<b>Positive impacts</b>	<b>Negative impacts</b>
<b>Age</b>	<p>Feedback was invited from local residents of all ages.</p> <p>Also to note – schools on or close to the route:</p> <ul style="list-style-type: none"> <li>• Kingsley School, Beauchamp Avenue, 318 pupils, 3 to 18</li> <li>• Arnold Lodge School, Kenilworth Road, 380 pupils, 4 to 18</li> <li>• North Leam School, Sandy Lane, 1462 Pupils, 11 to 18</li> <li>• Milverton Primary, Greatheed Road, 321 pupils, 4 to 11</li> </ul>	<p>For pedestrians, including very young and elderly, positive impacts include:</p> <ul style="list-style-type: none"> <li>• Double yellow lines – will reduce parking on pavements</li> <li>• Footways widened in some sections near bus stops, crossing points and side roads – providing safer environment for pedestrians regardless of age and more spaces to pass/ wait</li> <li>• Priority crossing at Woodcote Road - providing safer environment for pedestrians regardless of age</li> <li>• Reduced crossing distances due to narrowed carriageway – making it easier and quicker to cross</li> </ul>	<p>For pedestrians, including very young and elderly, negative impacts include:</p> <ul style="list-style-type: none"> <li>• Some footways will be reduced in width from 3.0m to 2.0m – limiting space for wheelchairs, pushchairs etc to pass</li> <li>• Some sections of the footway will be shared use with cyclists, including around bus stops – potential conflict</li> <li>• Pedestrian crossings will be shared with cyclists at Lillington Avenue (East side) and near Woodcote Road – potential conflict</li> </ul>

	<b>What information do you have? What information do you still need to get?</b>	<b>Positive impacts</b>	<b>Negative impacts</b>
	<p>Care or retirement homes along the route:</p> <ul style="list-style-type: none"> <li>• MHA Homewood, Woodcote Road, 50 residents</li> <li>• Albemarle Rest Home, Kenilworth Road, 24 residents</li> <li>• Audley Care Home, Binswood Avenue, 114 flats</li> <li>• Avon Court, Kenilworth Road, 28 flats</li> </ul>	<ul style="list-style-type: none"> <li>• New cycle track between footway and carriageway - will create a buffer between pedestrians and traffic noise and fumes</li> <li>• Improved surfaces and tactile paving – will provide clear warning of hazards</li> <li>• Rationalisation of signs - to maximise footway space</li> <li>• New markings for bus bays and new kerbs - will help to highlight bus stops and provide safer access onto buses</li> </ul> <p>For cyclists, including very young and elderly, positive impacts include:</p> <ul style="list-style-type: none"> <li>• Segregated cycle track between Binswood Avenue and Cloister Crofts - providing dedicated space free from motor traffic, and separate space from pedestrians. Benefits for cycling to school including extension to existing cycle route to North Leam School</li> <li>• Cyclists will be permitted to use signal-controlled crossings at</li> </ul>	<ul style="list-style-type: none"> <li>• Removal of refuge near Cloister Crofts – would reduce opportunities for safe crossing of road and access to nearby bus stops</li> </ul> <p>Cyclists:</p> <ul style="list-style-type: none"> <li>• Some sections of the cycle track will be shared use with pedestrians – potential conflict</li> <li>• Raised white line/ physical separation feature between footway and cycle track - could cause discomfort</li> <li>• Reduced carriageway width and removal of right turning lanes – may create pinch points/ conflicts for cyclists remaining on the road</li> </ul> <p>Older drivers:</p> <ul style="list-style-type: none"> <li>• New road layouts including removal of right turning lanes and priority crossing – could cause confusion</li> </ul>

	<b>What information do you have? What information do you still need to get?</b>	<b>Positive impacts</b>	<b>Negative impacts</b>
		<p>Lillington Avenue (East side) and near Woodcote Road – avoiding conflict with motor traffic</p> <ul style="list-style-type: none"> <li>• Provision of cycle parking at Beauchamp Road/ Clarendon Avenue</li> <li>• Reduced carriageway width - will discourage faster speeds and overtaking, making it safer for cyclists using the road</li> </ul> <p>For residents of all ages</p> <ul style="list-style-type: none"> <li>• New cycle route - has potential to convert car journeys to cycling and reduce traffic volume and vehicle noise / pollution</li> </ul>	
<p><b>Disability</b> Consider</p> <ul style="list-style-type: none"> <li>• Physical disabilities</li> <li>• Sensory impairments</li> <li>• Neurodiverse conditions (e.g., dyslexia)</li> </ul>	<p>Feedback was invited from local residents and representatives of disability groups.</p> <p>A meeting took place with Warwickshire Vision, Leamington group on 15 August 2022</p>	<p>See impacts listed above for age.</p> <p>In addition:</p> <ul style="list-style-type: none"> <li>• Raised white line/ physical separation feature - will help to delineate footway and cycle track for blind and visually impaired people</li> </ul>	<p>See impacts listed above for age.</p> <p>In addition:</p> <ul style="list-style-type: none"> <li>• Raised white line/ physical separation feature - may create discomfort for people with mobility impairments</li> <li>• New layouts - possible confusion for people with</li> </ul>

	<b>What information do you have? What information do you still need to get?</b>	<b>Positive impacts</b>	<b>Negative impacts</b>
<ul style="list-style-type: none"> <li>• Mental health conditions (e.g., depression)</li> <li>• Medical conditions (e.g., diabetes)</li> </ul>	A Disability Access Audit is attached at the end of this Equality Impact Assessment Form	<ul style="list-style-type: none"> <li>• Width of cycle track - will enable use by non-standard cycles and mobility scooters</li> <li>• Segregation over a large proportion of the off-road route with tactile paving - alerts pedestrians to likely presence of cyclists and provides. Overcomes issues associated with cyclists using pavements illegally and unexpectedly</li> </ul> <p>Please also see Access Audit</p>	<p>sensory impairments and neurodiverse conditions</p> <ul style="list-style-type: none"> <li>• Shared use areas – may cause greater difficulty for blind and visually impaired people, although mitigated by changed texture/ tactile paving and signage for cyclists</li> </ul> <p>Please also see Access Audit</p>
<b>Gender Reassignment</b>	Feedback was invited from local residents and stakeholder groups	No specific impacts on this group at this time. This will be continually monitored and mitigating actions will be put in place if any negative impacts arise (for all without impacts).	No specific impacts on this group
<b>Marriage and Civil Partnership</b>	Feedback was invited from local residents and stakeholder groups	No specific impacts on this group	No specific impacts on this group
<b>Pregnancy and Maternity</b>	Feedback was invited from local residents and stakeholder groups	See impacts listed above for age.  In addition: <ul style="list-style-type: none"> <li>• New cycle track between footway and carriageway will create a buffer between child pedestrians</li> </ul>	See impacts listed above for age.  In addition: <ul style="list-style-type: none"> <li>• Narrowed footway will put pedestrians closer to private drives and reduce space available for parents walking</li> </ul>

	<b>What information do you have? What information do you still need to get?</b>	<b>Positive impacts</b>	<b>Negative impacts</b>
		<p>and traffic hazards, noise and fumes</p> <ul style="list-style-type: none"> <li>• Width of cycle track will enable use by non-standard cycles including cargo bikes, trailers and tag along bikes</li> </ul>	<p>with children or using prams / pushchairs.</p> <ul style="list-style-type: none"> <li>• Raised white line/ physical separation feature may create discomfort for people with prams/ pushchairs</li> </ul>
<b>Race</b>	Feedback was invited from local residents and stakeholder groups	No specific impacts on this group	No specific impacts on this group
<b>Religion or Belief</b>	<p>Feedback was invited from local residents and stakeholder groups</p> <p>There are no places of worship along the route, although Holy Trinity Church is located nearby on Beauchamp Avenue</p>	No specific impacts on this group	No specific impacts on this group
<b>Sex</b>	Feedback was invited from local residents and stakeholder groups	<p>See impacts listed above for age.</p> <p>In addition:</p> <ul style="list-style-type: none"> <li>• Women are more likely to request segregated cycling facilities and less likely to cycle for everyday journeys. Segregated cycle track will help to support provision of safer cycling facilities for women</li> </ul>	See impacts listed above for age.

	<b>What information do you have? What information do you still need to get?</b>	<b>Positive impacts</b>	<b>Negative impacts</b>
		and less confident cyclists in Leamington	
<b>Sexual Orientation</b>	Feedback was invited from local residents and stakeholder groups	No specific impacts on this group	No specific impacts on this group

**N.B** In our Guidance to EIAs we have provided you with potential questions to ask yourself when considering the impact of your proposed activity. Think about what actions you might take to mitigate / remove the negative impacts and maximize on the positive ones. This will form part of your action plan at Section Six.

### **Public Sector Equality Duty (PSED)**

Public Authorities must have 'due regard' to the need to eliminate unlawful discrimination, advance equality of opportunity and foster good relations. Please evidence how your proposed activity meets our obligations under the PSED.

	<b>Evidence of Due Regard</b>
<b>Eliminate unlawful discrimination (harassment, victimisation and other prohibited conduct):</b>	<p>The project can be expected to have a positive effect on equality of opportunity between those who share a protected characteristic and those who do not. It will do this by taking steps to meet the needs of people with certain protected characteristics where these are different from the needs of other people. This will be achieved in the following ways:</p> <ol style="list-style-type: none"> <li>1. The initial project design takes account of the needs of people with certain protected characteristics. It was designed by Warwickshire County Council's Engineering Design Services team with regard to national regulations and design guidance for highway schemes. This includes the Design Manual for Roads and Bridges (DMRB), Traffic Signs Regulations and General Directions 2016 (TSRGD), Cycle</li> </ol>
<p><b>Advance equality of opportunity:</b></p> <p>This involves</p> <ul style="list-style-type: none"> <li>• removing or minimising disadvantages suffered by people due to their protected characteristics;</li> <li>• taking steps to meet the needs of people with certain protected characteristics where these</li> </ul>	

<p>are different from the needs of other people, for example, taking steps to take account of people with disabilities;</p> <ul style="list-style-type: none"> <li>encouraging people with certain protected characteristics to participate in public life or in other activities where their participation is disproportionately low.</li> </ul>	<p>Infrastructure Design: Local Transport Note (LTN 1/20) and Warwickshire Highway Construction Details.</p> <ol style="list-style-type: none"> <li>Stakeholder engagement took place in August, September and October 2022. Comments were invited from local residents and stakeholder groups including representatives of people with a protected characteristic. Engagement provided opportunities for online, telephone and email comments as well as face-to-face meetings at accessible venues in Leamington town centre.</li> <li>Further consultation is planned as part of regulatory orders for double yellow lines and notices for road hump, changes to signal-controlled crossings and shared use footways/ cycle tracks. Comments will be invited from local residents and stakeholder groups including representatives of people with a protected characteristic</li> <li>Before, during and after construction, steps will be taken to encourage people with certain protected characteristics to participate and feedback on the scheme.</li> </ol>
<p><b>Foster good relations:</b></p> <p>This means tackling prejudice and promoting understanding between people from different groups and communities.</p>	

**Section Five: Partners / Stakeholders**

Which sectors are likely to have an interest in or be affected by the proposed activity?	Yes / No	Describe the interest / affect
<b>Businesses</b>	Yes	Interest in transport network, parking, access and tourism. Effect on freight costs, staff access and wellbeing
<b>Councils</b>	Yes	Interest in policy and investment Effect on integration of strategies, investment programmes and development planning



<b>Education Sector</b>	Yes	Interest in transport network, parking, access, safety Effect on staff and student access and wellbeing
<b>Fire and Rescue</b>	Yes	Interest in transport network, parking, access, safety Effect on journey times, road safety outcomes, staff access and wellbeing
<b>Governance Structures</b>	No	n/a
<b>NHS</b>	Yes	Interest in transport network, parking, access, safety Effect on physical and mental health outcomes, road safety outcomes, staff and patient access and wellbeing
<b>Police</b>	Yes	Interest in transport network, parking, access, safety Effect on journey times, road safety outcomes, community safety outcomes, staff access and wellbeing
<b>Voluntary and Community Sector</b>	Yes	Interest in transport network, parking, access, safety, climate and environmental impacts Effect on physical and mental health outcomes, road safety outcomes, community safety outcomes, air quality and natural environment
<b>Other(s): please list and describe the nature of the relationship / impact</b>		Interest in land-use, transport network, parking Effect on investment programmes and development planning

### Section Six: Action Planning

If you have identified impacts on protected characteristic groups in Section Four, please summarise these in the table below detailing the actions you are taking to mitigate or support this impact. It is also important to consider how often this E.I.A. will be reviewed, and who is responsible for doing this. If you are not taking any action to support or mitigate the impact, you should complete the No Mitigating Actions section below instead.

### Mitigating Actions

Consider:

- Who else do you need to talk to? Do you need to engage or consult?
- How you will ensure your activity is clearly communicated

- Whether you could mitigate any negative impacts or build on positive impacts for protected groups or health inequalities
- Whether you could do more to fulfil the aims of the PSED
- How you will monitor and evaluate the effect of this work
- Anything else you can think of!

<b>Identified Impact</b>	<b>Action(s)</b>	<b>Timescale incl. evaluation and review date</b>	<b>Name of person responsible</b>
Some footways will be reduced in width from 3.0m to 2.0m – limiting space for wheelchairs, pushchairs etc to pass. Narrowed footway will put pedestrians closer to private drives	Maximise widths wherever possible  Provide information to local residents and information signs during and after construction	Detailed design - December 2022 – January 2023  Scheme delivery – January – April 2023	WCC Engineering Design Services
Some sections of the footway will be shared use for pedestrians and cyclists – potential conflict	Maximise widths wherever possible Ensure clear signing and tactile paving installed for shared-use areas	Detailed design - December 2022 – January 2023	WCC Engineering Design Services
Pedestrian crossings will be shared with cyclists at Lillington Avenue (East side) and near Woodcote Road – potential conflict	Ensure clear signing and tactile paving installed for shared-use areas	Detailed design - December 2022 – January 2023	WCC Engineering Design Services
Removal of refuge near Cloister Crofts – would reduce opportunities for safe crossing of road and	Retain a refuge in this section but relocate closer to Northumberland Road, and provide dropped kerbs and tactile paving	Detailed design - December 2022 – January 2023	WCC Engineering Design Services

access to nearby bus stops			
Raised white line/ physical separation feature between footway and cycle track - could cause discomfort	Install to national standards	Detailed design - December 2022 – January 2023	WCC Engineering Design Services
Reduced carriageway width and removal of right turning lanes – may create pinch points/ conflicts for cyclists remaining on the road	Provide/ convert more crossing points for cycle use to avoid right turns from the carriageway. Provide wide cycle track and priority crossing on Cloister Crofts to make the cycle track an attractive and direct alternative to carriageway  Monitor traffic speeds	Detailed design - December 2022 – January 2023  Post construction	WCC Engineering Design Services  WCC Traffic Surveys team
New layouts - possible confusion	Provide information to local residents and information signs during and after construction	Scheme delivery – January – April 2023	WCC Engineering Design Services

### **No Mitigating Actions**

<b>Please explain why you do not need to take any action to mitigate or support the impact of your proposed activity.</b>
n/a

## **Section Seven: Assessment Outcome**

Only one of following statements best matches your assessment of this proposed activity. Please select one and provide your reasons.		
No major change required		n/a
The proposal has to be adjusted to reduce impact on protected characteristic groups and/or health inequalities		Overall, the scheme has a number of potential positive impacts.  Some minor modifications/ mitigating actions have been made to the design following local engagement. This should help to reduce impact on protected characteristic groups and/or health inequalities. However, it is not possible to remove all the risk to protected characteristic groups and/or health inequalities
Continue with the proposal but it is not possible to remove all the risk to protected characteristic groups and/or health inequalities		
Stop the proposal as it is potentially in breach of equality legislation		n/a

### Section Eight: Sign Off

N.B To be completed after the EIA is completed but before the area of work commences.

Name of person/s completing EIA	Alison Kennedy
Name and signature of Assistant Director	David Ayton-Hill (Assistant Director for Communities)
Date	3/1/23
Date of next review and name of person/s responsible	Review following construction of the scheme.

Once signed off, please ensure the EIA is uploaded using the following form. Please name it “EIA [project] [service area] [year]”: [Upload Completed Equality Impact Assessments](#)

These will be stored on a [Sharepoint library](#) which Warwickshire County Council colleagues can access.

It is the responsibility of the individuals and teams who completed the EIA to review it regularly and to carry out any required activities in line with the action plan made.

For advice or support, please contact [equalities@warwickshire.gov.uk](mailto:equalities@warwickshire.gov.uk).

# Disability Access Audit:

## Kenilworth Road Cycle Route, Leamington Spa (K2L Section 1a)

### Based on drawings:

- General Arrangement Sheet 1: 9.2-A452-069-006-F <https://api.warwickshire.gov.uk/documents/WCCC-1615347118-910>
- General Arrangement Sheet 2: 9.2-A452-069-007-E <https://api.warwickshire.gov.uk/documents/WCCC-1615347118-911>
- Scheme Overview Plan 9.2-A452-069-009-B <https://api.warwickshire.gov.uk/documents/WCCC-1615347118-912>

Notes – to be considered:

- **Wheelchair**
- **Ambulant**
- **Dexterity**
- **Visual**
- **Auditory**
- **Comprehension**

Infrastructure	Current provision	Proposed scheme	Comments/ mitigating actions
<b>Car parking</b> - Proximity / designated spaces?	On-street parking at: <ul style="list-style-type: none"><li>• Clarendon Avenue and Beauchamp Road (south of Beauchamp Avenue) (8am-6pm 2 hours, pay and display)</li></ul>	Replacement of 4 on-street parking spaces on Clarendon Avenue with double yellow lines/ mandatory cycle lane and introduction of double yellow lines on both sides of Kenilworth Road north of number 20	Blue badge holders may park on double yellow lines for up to three hours.  Proposed scheme has no impact on the number or location of designated blue

Infrastructure	Current provision	Proposed scheme	Comments/ mitigating actions
	<ul style="list-style-type: none"> <li>Beauchamp Road (north of Beauchamp Avenue), Binswood Avenue (west of Kenilworth Road) and Kenilworth Road (outside number 12 and north of number 20) (no charges)</li> </ul> <p>There are no dedicated disabled parking spaces</p>		<p>badge parking spaces. Four car parking spaces removed on Beauchamp Road, but replaced with a larger number of cycle parking spaces which can be expected to facilitate trips to the town centre to be undertaken by cycle and reduce demand on parking spaces.</p>
<p><b>Pathways and Routes</b> Width of paths – have the following been considered?</p> <p>2.0m: room for 2 wheelchairs, or two people, side by side. 1.5m: room for 1 wheelchair plus pedestrian alongside. 1.0m: room for 1 wheelchair with no room alongside.</p>	<p>Footways on both sides of Clarendon Avenue, Beauchamp Road, Binswood Avenue approx. 2.5m or wider.</p> <p>Footway on west side of Kenilworth Road (south of Northumberland Road) 2.5m-4.0m wide</p> <p>Footway on west side of Kenilworth Road (north of Northumberland Road) approx. 1.2m-1.4m wide</p> <p>Footway on east side of Kenilworth Road (south of</p>	<p>Footways on both sides of Clarendon Avenue, Beauchamp Road and Binswood Avenue remain approx. 2.5m or wider. A short section of Beauchamp Road footway (east side) on the corner with Clarendon Avenue will be widened (up to 5.0m) to accommodate cycle parking and shared use space between on-road cycle route on Beauchamp Road and new crossing refuge on Clarendon Avenue.</p> <p>Footway on west side of Kenilworth Road (south of</p>	<p>There is no change to footways on Binswood Avenue or the west side of Kenilworth Road.</p> <p>Beauchamp Road footway (east side) on the corner with Clarendon Avenue will be widened. The shared use area may have negative impacts on pedestrians, particularly young, elderly and visually impaired. However, widening will reduce crossing distances and provide more waiting space at the crossing points - which benefits those with wheelchairs, pushchairs, prams and users of</p>

Infrastructure	Current provision	Proposed scheme	Comments/ mitigating actions
	<p>Northumberland Road) approx. 3.0m wide</p> <p>Footway on east side of Kenilworth Road (north of Northumberland Road) approx. 2.0m wide</p>	<p>Northumberland Road) 2.5m-4.0m wide</p> <p>Footway on west side of Kenilworth Road (north of Northumberland Road) approx. 1.2m-1.4m wide</p> <p>Footway on east side of Kenilworth Road (south of Northumberland Road) approx. 2.0m wide where segregated (with separate 3.0m cycle track) and 5.0m wide where combined with cycle track</p> <p>Footway on east side of Kenilworth Road (north of Northumberland Road) between 2.2m and 3.0m wide, shared footway/ cycle track</p>	<p>non-standard bicycles such as trikes and cargo-bikes.</p> <p>Footways on east side of Kenilworth Road (south of Northumberland Road) will be narrowed to no less than 2.0m, except in areas shared with cyclists where they will be widened to 5.0m. This includes spaces around bus stops, crossings and side roads.</p> <p>Narrowed footways will put pedestrians closer to private drives and reduce space available for parents walking with children or using prams / pushchairs. The narrow width may also be impacted by street furniture.</p> <p>The shared use areas may have negative impacts on pedestrians, particularly young, elderly and visually impaired. However, footway widening at</p>



Infrastructure	Current provision	Proposed scheme	Comments/ mitigating actions
			<p>shared spaces will reduce crossing distances and provide more waiting space - which benefits those with wheelchairs, pushchairs, prams and users of non-standard bicycles such as trikes and cargo-bikes.</p> <p>Shared use sections of the Kenilworth Road cycle route will be created by widening of the existing footway to 3.0m, with busier sections on the southern part of the route up to 5.0m wide, including at bus stops.</p> <p>Based on surveys carried out in March 2022, numbers of pedestrians are expected to be low particularly north of Northumberland Road where there are few properties. However, the narrow width and shared use may create a more challenging environment for blind and visually impaired pedestrians. Signs could be</p>

Infrastructure	Current provision	Proposed scheme	Comments/ mitigating actions
			<p>used to indicate pedestrian priority at pinch points.</p> <p>Signs, lines and tactile surfaces will be used throughout the scheme to inform all users that paths are shared use. Surveys also indicate there is currently some pavement cycling on Kenilworth Road. This will be mitigated by providing a separate cycle track on the east side of Kenilworth Road and wider footways for shared use sections.</p>
<p><b>Pathways and Routes</b> Crossing provision and crossing distances</p>	<p>Clarendon Avenue (crossing distance = 12.0m) – no crossing provision (including no dropped kerbs or tactile paving)</p> <p>Beauchamp Avenue (8.5m) – zebra crossing west of Beauchamp Road and dropped kerbs with blister tactile paving on west of Beauchamp Avenue</p>	<p>Clarendon Avenue (9.5m) – new refuge with dropped kerbs and tactile paving. 2.0m deep and 3.2m wide</p> <p>Beauchamp Avenue (8.5m) – zebra crossing west of Beauchamp Road and dropped kerbs with blister tactile paving on west of Beauchamp Avenue</p>	<p>New crossing refuge at Clarendon Avenue will provide safer access for walking, wheeling and cycling.</p> <p>Reduction in carriageway width will help to reduce crossing distances at Clarendon Avenue, Cloister Crofts, and across Kenilworth Road at the Toucan near Binswood Avenue and Puffin crossing north of</p>

Infrastructure	Current provision	Proposed scheme	Comments/ mitigating actions
	<p>Trinity Street (6.5m) – dropped kerbs (no tactile paving) on east side only</p> <p>Binswood Avenue, adjacent to Kenilworth Road (13.0m) – dropped kerbs with blister tactile paving</p> <p>A452 Kenilworth Road near Binswood Avenue (12.0m) – single stage stand-alone Toucan crossing with central refuge</p> <p>A452 Kenilworth Road/ A445 Lillington Avenue (10.0m-12.0m) – single stage Puffin crossings on all arms as part of traffic-signal controlled junction</p> <p>Woodcote Road (east) (11.0m) - dropped kerbs with blister tactile paving</p> <p>A452 Kenilworth Road north of Woodcote Road (10.0m) -</p>	<p>Trinity Street (6.5m) – dropped kerbs (no tactile paving) on east side only</p> <p>Binswood Avenue, adjacent to Kenilworth Road (13.0m) – dropped kerbs with blister tactile paving</p> <p>A452 Kenilworth Road near Binswood Avenue (10.0m) – single stage stand-alone Toucan crossing with no central refuge</p> <p>A452 Kenilworth Road/ A445 Lillington Avenue (10.0m-12.0m) – single stage Puffin crossings on three arms with Toucan crossing on eastern arm, as part of traffic-signal controlled junction</p> <p>Woodcote Road (east) (11.0m) - dropped kerbs with blister tactile paving</p> <p>A452 Kenilworth Road north of Woodcote Road (8.5m) - single</p>	<p>Woodcote Road. This will help those people with disabilities and conditions that impact on mobility.</p> <p>The removal of the central refuges on the A452 Kenilworth Road north of Cloister Crofts would negatively impact pedestrians and people with disabilities and conditions that impact on mobility - they would have to walk further to access a safe crossing point and reach nearby bus stops. This will be mitigated by a change in the design to provide a relocated refuge (8.5m wide) just south of Northumberland Road. The new refuge will include dropped kerbs and tactile paving and be 2.0m deep and 3.0m wide.</p> <p>Another modification is a priority crossing and road hump on Cloister Crofts – which will provide safer crossing point for</p>

Infrastructure	Current provision	Proposed scheme	Comments/ mitigating actions
	<p>single stage stand-alone Puffin crossing with central refuge</p> <p>Cloister Crofts (12.0m) - dropped kerbs with blister tactile paving</p> <p>A452 Kenilworth Road north of Cloister Crofts (9.0m) – central refuge, no dropped kerbs or tactile paving. Approx. 1.0m deep and 2.0m wide</p> <p>A452 Kenilworth Road at change of speed limit to 40mph (~6.5m) - dropped kerbs with blister tactile paving</p>	<p>stage stand-alone Puffin crossing with central refuge</p> <p>Cloister Crofts (8.5m) - dropped kerbs with blister tactile paving</p> <p>A452 Kenilworth Road north of Cloister Crofts – removal of central refuge and existing crossing point.</p> <p>A452 Kenilworth Road at change of speed limit to 40mph (~6.5m) - dropped kerbs with blister tactile paving</p>	<p>all pedestrians and cyclists and help to slow down motor vehicles. Side road priority crossings are consistent with recent changes to the Highway Code.</p>
<p><b>Rest points and seating</b> On busy routes, passing places are particularly important. Where appropriate these may also provide seating. Are benches provided at intervals no more than 50m apart?</p>	<p>There are benches in the public park (Christchurch Gardens) adjacent to Beauchamp Road.</p> <p>The next bench is 500m away at the bus stop outside 12 Kenilworth Road (east side, opposite Arnold Lodge School).</p>	<p>The benches will remain in place.</p>	<p>No change.</p>

Infrastructure	Current provision	Proposed scheme	Comments/ mitigating actions
	The next bench is 400m away at the bus stop outside 38 Kenilworth Road (east side, just south of Woodcote Road).		
<b>Path materials</b> – have the following been considered? Surfaces should be well constructed and should give firm, non-slip, level access.	All footways have a tarmac surface. There are signs of deterioration and some of the footways on Kenilworth Road are in poor condition.	All footways adjacent to cycle track on the east side of Kenilworth Road will be resurfaced to Warwickshire County Council footway standards.	The smoother surface on the east side of Kenilworth Road will benefit users of wheeled mobility aids.
<b>Path materials</b> Tactile surfaces and contrast coloured surfacing	Buff coloured blister paving is present at some dropped kerbs but not all. Red blister paving is present at all signal-controlled crossings. There is no corduroy paving used to indicate the shared footway/ cycle track at Binswood Avenue.	Tactile paving will be renewed as part of any footway reconstruction. Additional tactile surfacing will be used including: <ul style="list-style-type: none"> <li>• Corduroy paving where a footway becomes shared use</li> <li>• Tramline/ ladder paving where there is segregated section of footway/ cycle track</li> <li>• Raised white line/ physical separation feature to delineate between footway and cycle track</li> </ul>	The additional shared spaces will be clearly defined by tactile paving to national design standards, to inform blind and visually impaired people when they are entering shared spaces or cycle tracks. However, some tactile surfaces and the raised white line/ physical separation feature may create discomfort for people with wheeled mobility aids.

Infrastructure	Current provision	Proposed scheme	Comments/ mitigating actions
			Contrast coloured surfacing will be considered for the proposed road hump on Cloister Crofts.
<b>Signs and street furniture</b>	<p>Most signs and street furniture are at the back of the footway. Some car park signs are set in the middle of the footway (east side of Kenilworth Road).</p> <p>Shared use signs clearly indicate where there are shared use sections around Binswood Avenue and the Toucan crossing.</p>	Preliminary design drawings do not have sufficient detail to identify locations of new signs	<p>Detailed designs will need to minimise the impact of street furniture on the passage of pedestrians and cyclists. Signs could be used to indicate pedestrian priority if there are pinch points within shared areas.</p> <p>Direction signs and shared use/ segregated signs will need to clearly indicate which sections are available for cycling.</p>
<b>Gradients, ramps and ramped access</b> Any routes that include a gradient are potentially hazardous and exhausting to people with limited mobility.	There are no significant gradients	<p>Cross fall for the new cycle track will be towards carriageway and away from properties and all gradients will be to standards as set out in Manual for Streets</p> <p>Road hump is proposed at Woodcote Road</p>	Detailed design work has indicated that it may not be possible to provide a road hump on Woodcote Road within the adopted highway. However, the crossing distance will be reduced to provide easier crossing for pedestrians and cyclists.

<b>Infrastructure</b>	<b>Current provision</b>	<b>Proposed scheme</b>	<b>Comments/ mitigating actions</b>
			An additional road hump is proposed at Cloister Crofts. This should provide a more even route for people with wheelchairs, mobility scooters, pushchairs and prams.
<b>Lighting</b>	There is street lighting on all roads	Street lighting will remain as present	No change

<b>Name of person/s completing Access Audit</b>	Alison Kennedy, Principal Transport Planner, Warwickshire County Council	22 <sup>nd</sup> December 2022
<b>Date of next review and name of person/s responsible</b>	Site visit by Warwickshire County Council officers and representatives of local disability groups	Post scheme construction

