

Warwickshire County Council

Local Transport Plan Integrated Sustainability Appraisal

Interim ISA Report – Appendix C Equalities
Impact Assessment

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Interim ISA Report – Appendix C Equalities Impact Assessment

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1 INTRODUCTION

1.1 Overview

- 1.1.1. Warwickshire is a county in the West Midlands, England. It is located south-east of Birmingham and includes the towns of Atherstone, Nuneaton, Bedworth, Rugby, Kenilworth, Royal Leamington Spa, Stratford-Upon-Avon and Warwick.
- 1.1.2. Warwickshire County Council (WCC) is in the process of updating the current Local Transport Plan (LTP), LTP3¹, which came into effect in 2011 and covers the period 2011-2026. The updated LTP will come into effect in 2023 and then be reviewed after a maximum of five years.
- 1.1.3. LTP4 is being developed to allow WCC to address new and emerging transport needs. LTP4 will identify transport policies and strategies needed to manage and maintain Warwickshire's transport network in a safe, sustainable and integrated way. The proposed main themes for LTP4 are environment, economy, place and wellbeing.

1.2 Integrated Sustainability Appraisal

- 1.2.1. An Integrated Sustainability Appraisal (ISA) has been undertaken to ensure that sustainability aspects are incorporated into the LTP. The ISA enables synergies and cross-cutting impacts to be identified and avoids the need to undertake and report on separate assessments and seeks to reduce any duplication of assessment work. This process also helps to simplify outcomes and recommendations for policymakers.
- 1.2.2. As part of the ISA, an Equalities Impact Assessment (EIA) has been undertaken to assess from an equality perspective the impacts and likely effects of policies in the LTP on different groups protected by equalities legislation, notably the Equalities Act 2010. It will also seek to identify whether such policy categories might have an adverse impact on equality of opportunity.
- 1.2.3. The outcomes of the EIA have informed the ISA.

¹ Warwickshire County Council, Warwickshire Local Transport Plan (LTP3) 2011 [online] available at: <https://www.warwickshire.gov.uk/directory-record/2149/local-transport-plan-2011-2026>.

2 LEGISLATION

2.1.5. The Equality Act 2010² provides a legal framework to protect the rights of individuals that share defined "protected characteristics" from discrimination (being treated worse than someone else because of who they are). The Equality Act 2010 also introduced the Public Sector Equality Duty (PSED) on all public authorities. In fulfilling this duty, the County Council in all its activities must have 'due regard' to the need to:

- eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
- advance equality of opportunity between people who share a protected characteristic and those who do not.
- foster good relations between people who share a protected characteristic and those who do not.

2.1.6. In addition, the Act states that, when making decisions, an authority must consider methods to reduce any inequalities which may arise for those from a disadvantaged socio-economic background.

2.1.7. The "protected characteristics" which identify the groups who may be disproportionately impacted upon or discriminated against are outlined in **Table 2-1**. Protection extends to those who are perceived to have these characteristics or who suffer discrimination because they are associated with someone who has that characteristic, e.g. cares for someone with a disability.

Table 2-1 – Protected groups listed under the Equality Act 2010

Protected Characteristic	People and Aspects Included
Sex	Men and women; parenting, caring, flexible working and equal pay concerns.
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. Generally, a belief should affect your life choices or the way you live for it to be included in the definition.
Age	Children (0-16), young people (17-25), working age people (15-64) and elderly people (65 and over).
Disability	People who have a physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to

² The Stationary Office, Equality Act 2010. Available at: http://www.legislation.gov.uk/ukpga/2010/15/pdfs/ukpga_20100015_en.pdf (Accessed: 17 January 2022)

Protected Characteristic	People and Aspects Included
	carry out normal day-to-day activities. This includes sensory, visible or hidden impairments (e.g. cancer, HIV, dyslexia).
Race	Refers to a group of people defined by their race, colour, and nationality (including citizenship) ethnic or national origins. The Census categories can be used for reference, e.g. White British, Chinese, British Asians, Travellers, Gypsies, Roma, those who are of Caribbean origin, people of mixed heritage, White Irish communities, and people of other nationalities who reside in Britain.
Sexual orientation	Includes a wide range of sexual orientations, including but not limited to; heterosexual/straight, gay, lesbian, bisexual, asexual, pansexual
Gender reassignment (Transgender)	Anyone who is proposing to undergo, are undergoing or have undergone a process for the purpose of reassigning their sex, this includes non-binary people as well.
Pregnancy and maternity	People who are pregnant – protection against maternity discrimination (including as a result of breast feeding).
Marriage and civil partnership	People who are married or are in civil partnerships
Deprivation *	People at risk of socio-economic disadvantage.

* Although it is not included as a protected characteristic within the Equality Act 2010, deprivation has been included in the assessment as the Act also requires due regard to reducing the inequalities of outcome which result from socio-economic disadvantage.

3 EQUALITY IMPACT ASSESSMENT (EIA)

3.1 What is an EIA?

- 3.1.1. An EIA considers the impact of your proposed activity on persons or groups of persons who share characteristics which are protected under section 4 of the Equality Act 2010 ("protected characteristics") and might also include others considered to be vulnerable within society such as low-income groups. It is an information gathering tool which enables decision makers within public bodies to implement their equality duty under the Equality Act 2010.
- 3.1.2. An EIA guides decision makers and designers to:
- Consider the effects of existing and proposed activity on people who share a “protected characteristic”; and
 - Identify opportunities to improve equality of opportunity and eliminate discrimination.
- 3.1.3. An EIA should be carried out before making decisions, to inform and shape the outcomes. They should be updated throughout the decision-making process as necessary, as the proposed activity is developed.

4 SOCIAL PROFILE

4.1 Introduction

- 4.1.1. A social profile for Warwickshire has been compiled from publicly available data to provide context for the assessment. This comprises information on the following:
- Protected characteristic groups (PCGs);
 - Local communities; and
 - Sensitive receptors, local community facilities and public transport.

4.2 Local Community and Facilities

Warwickshire Community and Character

- 4.2.1. Warwickshire is a county situated in the West Midlands, South-East of Birmingham and consists of Atherstone, Nuneaton, Bedworth, Rugby, Kenilworth, Royal Leamington Spa, Stratford-Upon-Avon and Warwick. Warwickshire is best known for being the birthplace of William Shakespeare as well as Victorian novelist George Eliot, making it a cultural landmark for British literature.
- 4.2.2. The county is a site of significant medieval history, being home to Warwick Castle, and Kenilworth Castle. Both of these showcase important architectural progress in the middle ages from the 10th to 12th century and are the best surviving examples to display and understand royalty through the medieval era. Warwickshire is also an area of great scenic value, with 23 local nature reserves, including 10 country parks.
- 4.2.3. Warwickshire town has a variety of places to shop including Warwickshire shopping park, Hatton shopping village, Leamington shopping park and Arena shopping park. As well as these, Warwick district holds regular markets, where seasonal producers, artisan traders and antique vendors are all on offer.
- 4.2.4. Warwickshire offers a range of transport facilities to serve its residents. These include an extensive bus network and timetable with over five different operators running, 19 train stations countywide with major station Warwick having bus connections to nearby big towns such as Coventry, Kenilworth and Leamington Spa, and both a park and ride and parkway in Stratford with over 700 parking spaces, allowing users to take connecting buses or trains onwards to their destination. There are cycle routes mapped in each of the five major districts of the county, as well as numerous walkways to enhance active travel in the area. Finally, a community car share initiative exists within the county, particularly in Birch Coppice.
- 4.2.5. All new developments should drive up the quality of design, constructed to the highest safety standards and improve the county's built environment and liveability.

Further information on the county and sensitive receptors:

Home:

- The median house price in Warwickshire is 8.9 times the median income level in the local authority³. The Office for National Statistics (ONS) reports that the median price paid for homes at the end of September 2021 was £226,995 in the West Midlands.⁴

Businesses:

- Over 27,695 businesses operate in Warwickshire, split across sectors such as agriculture, construction, retail, property, and administration services. The largest portion at 19% are involved in professional, scientific and technical activities.⁵

Social infrastructure:

- Warwickshire has 7 NHS hospitals;
- There are 61 sixth form colleges, 77 secondary schools and 248 primary schools⁶; and
- Warwickshire also holds the major UK University of Warwick, as well as the smaller WCG with campuses across the county.

4.3 Protected characteristics profile

4.3.1. Data from the Office of National Statistics (ONS) has been gathered on the following protected characteristics from Section 4 of the Equality Act 2010:

- Sex;
- Religion;
- Age;
- Disability;
- Race;
- Sexual orientation;
- Pregnancy and maternity;
- Marriage and civil partnership; and
- Gender reassignment.

³ ONS (2022) House price to workplace-based earnings ratio [online] Available at: <https://www.ons.gov.uk/peoplepopulationandcommunity/housing/datasets/ratioofhousepricetoworkplacebasedearningslowerquartileandmedian> (Accessed 06/07/2022).

⁴ ONS (2022) Median house prices for administrative geographies: HPSSA dataset 9 [online] Available at: <https://www.ons.gov.uk/peoplepopulationandcommunity/housing/datasets/medianhousepriceforationalandsubnationalgeographiesquarterlyrollingyearhpssadataset09> (Accessed 06/07/2022).

⁵ ONS (2022) UK business: activity, size and location [online] Available at: <https://www.ons.gov.uk/businessindustryandtrade/business/activitysizeandlocation/datasets/ukbusinessactivitysizeandlocation> (Accessed 06/07/2022).

⁶ GOV.UK (2019) All Schools and Colleges in Warwickshire [online] Available at: <https://www.compare-school-performance.service.gov.uk/schools-by-location?step=default&table=schools®ion=937&geographic=la&datasetFilter=final&for=16to18> (Accessed 06/07/2022).

- 4.3.2. Certain protected characteristics, including sexual orientation, gender reassignment, pregnancy and maternity, and marriage and civil partnerships have not been included in the baseline due to a lack of publicly available data at the time of writing. Although not a protected characteristic under the Equality Act 2010, the social profile also includes data on deprivation as it provides a measure of a combination of social-economic metrics.
- 4.3.3. It should be noted that the most recent Census taken in 2021 and has been used to provide population data where possible. However, as this data is still emerging the 2011 Census has been used where data has not yet been published and substituted with more recent information where possible. Percentages may not add up to 100% with rounding.

4.4 Sex and gender

- 4.4.1. The total population in Warwickshire was recorded in 2021 as 596,800 people. Within the county approximately 49.4% of the population were recorded as male and 50.6% as female, which is comparable with the male and female percentage for the West Midlands of 49.6% and 50.4%⁷. The gender profile in the Warwickshire area is largely representative of the national average, as shown in **Table 4-1**.

Table 4-1 – Sex and Gender Profile

Sex	Warwickshire	West Midlands	England
All people (total no)	596,800	5,950,800	56,489,800
Male (%)	49.3%	49.2%	49.0%
Female (%)	50.7%	50.8%	51.0%

4.5 Religion

- 4.5.1. As stated in the 2011 Census, of those in Warwickshire who identify with a religion, the majority identify as Christian (64.5%), which is in line with the national trend⁸. There proportion of Muslims in Warwickshire is smaller than the national average by 3.9%. The second largest proportion of the population identify as having no religion (24.1%) as shown in

⁷ Population and household estimates, England and Wales: Census 2021 [online] Available at: <https://www.ons.gov.uk/peoplepopulationandcommunity/populationandmigration/populationestimates/datasets/populationandhouseholdestimatesenglandandwalescensus2021> (Accessed: 25/07/2022).

⁸ NOMIS (2011) QS210EW - Religion [online] Available at: <https://www.nomisweb.co.uk/census/2011/qs210ew> (Accessed: 06/07/2022)



Table 4-2.

Table 4-2 – Religion Profile

Religion	Warwickshire		England %
	Number in 2011	% Total pop in 2011	
Christian	351,891	64.5%	59.4%
Buddhist	1,733	0.3%	0.5%
Hindu	5,699	1%	1.5%
Jewish	505	0.1%	0.5%
Muslim	5,820	1.1%	5%
Sikh	9,434	1.7%	0.8%
Other Religion	2,008	0.4%	0.4%
No religion	131,408	24.1%	24.7%
Religion not stated	36,976	6.8%	7.2%

4.6 Population and age

- 4.6.1. The total population of the Warwickshire area was recorded in in 2021 as 596,800 people⁷. According to the 2021 Census, Warwickshire has an older age structure to England and the West Midlands, with 20.8% of the population aged 65+ compared to 18.7% in the West Midlands and 18.5% England. The age category with the greatest percentage of the population in the Warwickshire area is 16-64 years at 61%%. This is lower than both the West Midlands average and England average, due to these locations having a greater percentage of people aged 0-15 than Warwickshire at 19.6% and 19.2% respectively compared to Warwickshire’s smaller 18.3%. (



Table 4-3)⁹.

Figure 4-1⁹ shows the population pyramid of Warwickshire population in 2019.

⁹ WCC Population – Warwickshire [online] Available at: <https://data.warwickshire.gov.uk/population/reports/#/viewreport/63aeddf1d7fc44b8b4dfcd868e84eac/E10000031/G3> (Accessed: 25/07/2022).

Table 4-3 –Age Profile⁹

Age	Warwickshire		West Midlands %	England %
	Number in 2021	% Total pop in 2021		
0-15 years old	106,704	18.3%	19.6%	19.2%
16-64 years old	355,847	61%	61.7%	62.3%
65+ years old	121,235	20.8%	18.7%	18.5%

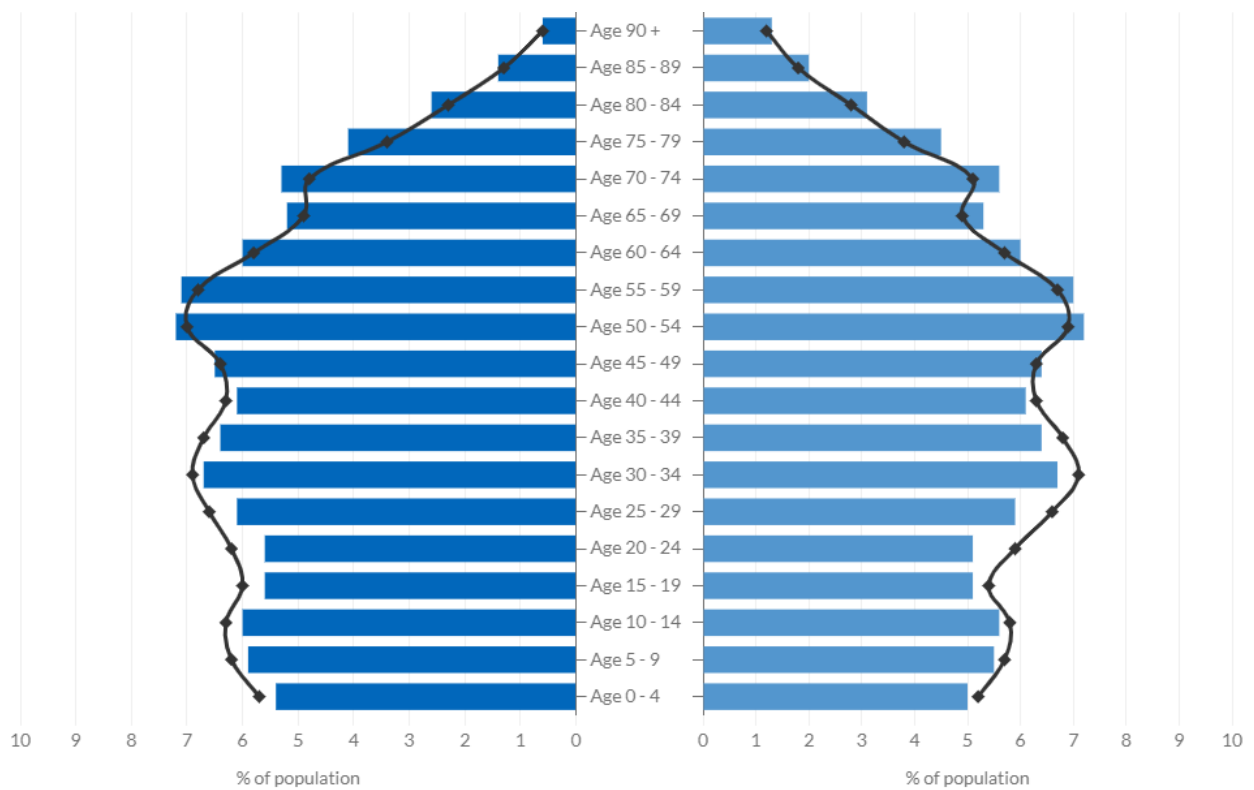


Figure 4-1 – Population age profile of Warwickshire in 2021⁹

Projected Population

- 4.6.4. The total population between 2018 and 2043 in Warwickshire is set to increase by 19.8%, which is well above the national projected population increase, of 10.3%, and 6.2% above the West Midlands projected population increase, which is 13.8%. There are no projected decreases in population over any of the age categories, with the greatest increase being seen in the over 75's, indicating an aging population (**Table 4-4**)¹⁰.

Table 4-4 – Population Projections 2018-2043

Age Group	2018	2043	% Increase
0-4	31,584	37,200	17.8
5-9	33,742	37,627	11.5
10-14	32,335	37,832	17.0
15-19	30,358	35,478	16.9
20-24	33,010	35,465	7.4
25-29	36,024	40,171	11.5
30-34	33,303	42,456	27.5
35-39	34,726	41,552	19.7
40-44	33,804	40,294	19.2
45-49	40,334	43,562	8.0
50-54	42,186	44,948	6.5
55-59	38,597	41,274	6.9
60-64	32,763	39,045	19.2
65-69	31,715	34,672	9.3
70-74	32,468	37,699	16.1
75-79	21,973	35,507	61.6
80-84	16,284	28,091	72.5

¹⁰ ONS (2018) 2018-Based Subnational Population Projections for Local Authorities and Higher Administrative Areas in England. Available at: <https://www.ons.gov.uk/peoplepopulationandcommunity/populationandmigration/populationprojections/datasets/localauthoritiesinenglandtable2> (Accessed 06/07/2022)



Age Group	2018	2043	% Increase
85-89	9,845	18,014	83.0
90+	5,959	13,427	125.3
All ages	571,010	684,310	19.8

4.7 Disability

4.7.1. Disability can be assessed in terms of ability to undertake an activity. **Table 4-5** shows the proportion of the population whose day-to-day activities are limited a lot, limited a little or not limited by a long-term health problem or disability¹¹. As shown, Warwickshire has a slightly higher percentage of the population than the national average who experience some form of limitation, and a lower percentage of the population who experience greater levels of limitation.

Table 4-5 – Proportion of those living with limiting health problems or disability (2011)

Day to Day activities	Warwickshire		England %
	Number in 2011	% Total pop in 2011	
Limited a Lot	41,946	7.7%	8.3%
Limited a little	51,227	9.4%	9.3%
Not limited	452,301	82.9%	82.4%

4.7.2. In Warwickshire, there is an estimated 21,200 people living with sight loss, including around 18,300 people living with partial sight and 2,850 people living with blindness¹². By 2030, people living with sight loss is expected to increase by 21%. These figures include people whose vision is better than the levels that qualify for registration, but that still has a significant impact on their daily life (for example, not being able to drive).

4.7.3. The estimated prevalence of sight loss is higher in Warwickshire compared to the average for England, with 3.6% of the population living with sight loss, compared to 3.2% nationally. The age profile of those living with sight loss in Warwickshire is however in line with the national averages as shown in **Table 4-6** overleaf.

¹¹ Nomis (2011). *QS303EW - Long-term health problem or disability*. Available at: <https://www.nomisweb.co.uk/census/2011/qs303ew> (Accessed 06/07/2022).

¹² RNIB (2021) *Sight Loss Data Tool* [online]. Local Authority Reports: Warwickshire. Available at: <https://www.rnib.org.uk/professionals/knowledge-and-research-hub/key-information-and-statistics/sight-loss-data-tool> (Accessed 06/07/2022).

Table 4-6 – Age profile of those living with sight loss (2021)

Age	Warwickshire		England %
	Number in 2021 living with sight loss	% of Total in 2021 living with sight loss	
Under 18	250	1.2	1.0
18 to 64 years old	3,670	17.3	19.2
65 to 74 years old	4,080	19.2	19.9
75 to 84 years old	6,170	29.1	27.8
85 years and over	7,030	33.2	32.1

4.7.4. In Warwickshire, it is estimated that 1,600 people (0.3%) are living with severe dual sensory loss, which is lower compared to the average for England of 10.5%. 4,050 people (0.7%) are estimated to be living with some degree of dual sensory loss, which is in line with the national average of 0.6%. Of the 21,200 people living with sight loss for the period 2019/2020 in Warwickshire, 265 are registered with a vision impairment and deaf or hard of hearing. This is lower than average for England, where 1.4% registered blind and partially sighted are also deaf or hard of hearing¹².

4.8 Race

4.8.1. The 2011 Census data indicates that the majority of the population in Warwickshire identifies as white (92.7%). This is 7.4% higher than the national average¹³. All other ethnicities are recorded as lower or equal to the national average, as outlined in **Table 4-7**.

Table 4-7 – Ethnicity Profile

Ethnic Group	Warwickshire		England %
	Number in 2011	% Total pop in 2011	
White	505,688	92.7%	85.3%
Mixed/multiple ethnic groups	7,949	1.5%	2.3%
Asian/Asian British	25,096	4.6%	7.7%

¹³ NOMIS (2011) QS201EW - Ethnic group [online] Available at: <https://www.nomisweb.co.uk/census/2011/qs201ew> (Accessed 06/07/2022)

	Warwickshire		
Ethnic Group	Number in 2011	% Total pop in 2011	England %
Black/African/Caribbean/Black British	4,443	0.8%	0.8%
Other ethnic group	2,298	0.4%	1%

4.9 Sexual orientation

- 4.9.1. The sexual orientation estimates used here reports on data from a survey question designed to capture self-perceived sexual identity. The estimates are Experimental Statistics that provide 2020 estimates of the UK household population aged 16 years and over broken down into heterosexual or straight, gay or lesbian, bisexual, or other. Robust data for Warwickshire was not available so the estimates for the West Midlands and England are presented.
- 4.9.2. In the West Midlands the majority of the population aged 16 years and over identify as heterosexual or straight (94.6%). This is 1.3% higher than the national average, whilst those who identify as gay or lesbian is 0.3% below the national average. In addition, the percentage of people in the West Midlands who identify with the ‘Don’t know or refuse’ category is slightly lower (0.8%) than the national average **Table 4-8**.¹⁴

Table 4-8 – Sexual Orientation Profile of the West Midlands and England.

	West Midlands Estimate		England Estimate	
Sexual Orientation	Number in 2020	% in 2020	Number in 2020	% in 2020
Heterosexual or straight	4,442	94.6%	41,990	93.3%
Gay or lesbian	70**	1.5%	825	1.8%
Bisexual	59**	1.6%	598	1.3%
Other	29**	0.6%	286*	0.6%
Don't know or refuse	98*	2.1%	1,295	2.9%

Estimates are considered reasonably precise, (*) Estimates are considered acceptable (**)

¹⁴ ONS (2021) Sexual orientation, UK: 2020 [online] Available at: <https://www.ons.gov.uk/peoplepopulationandcommunity/culturalidentity/sexuality/datasets/sexualidentityuk> (Accessed 06/07/2022)

4.10 Pregnancy and maternity

- 4.10.1. A maternity is a pregnancy resulting in the birth of one or more children, including stillbirths. In 2016 the maternity rate in Warwickshire was 60.2 (maternities per 1,000 women aged 15 to 44), which was significantly lower than the maternity rates for the West Midlands at 67.3.¹⁵ The greatest number of live births in Warwickshire are from women in the age category 30-34, which is in line with the West Midlands and England. The percentage of births outside of marriage or civil partnership is slightly lower in Warwickshire than nationally, by 0.6%.
- 4.10.2. **Table 4-9** shows that the highest number of births across Warwickshire, the West Midlands and England come from mothers aged 30-34¹⁶. Births in the 45 and over category in Warwickshire are also representative of regional and national totals. Warwickshire has fewer births by mothers aged 20-24 and 25-29 than the regional totals, at 3.3% and 4.6% less respectively.

Table 4-9 – Average age of Mother’s at Birth¹⁶

	Warwickshire			
Age of Mother at Birth	Number in 2020	% of Total live births in 2020	West Midlands %	England %
20 to 24	691	12.3%	15.6%	13.1%
25 to 29	1,455	25.9%	30.5%	27.4%
30 to 34	2,082	37.1%	32.7%	34.4%
35 to 39	1,145	20.4%	16.9%	19.9%
40 to 44	218	3.8%	3.7%	4.5%
45 and over	32	0.2%	0.3%	0.3%
Total Live Births (Number in 2016)	5,951		71,041	663,157
Total Fertility Rate (2016)	1.83		1.91	1.81

¹⁵ ONS (2021) Births in England and Wales: 2016 summary [online] Available at: <https://www.ons.gov.uk/peoplepopulationandcommunity/birthsdeathsandmarriages/livebirths/datasets/birthsummarytables> (Accessed 06/07/2022).

¹⁶ ONS (2020) Births by parents’ characteristics [online] Available at: <https://www.ons.gov.uk/peoplepopulationandcommunity/birthsdeathsandmarriages/livebirths/datasets/birthsbyparentscharacteristics> (Accessed: 04/08/2022)

	Warwickshire			
Age of Mother at Birth	Number in 2020	% of Total live births in 2020	West Midlands %	England %
Percentage outside marriage or civil partnership (2016)	46.5%		49.7%	47.1%

4.11 Marriage and civil partnership

4.11.1. The percentage of the population which is married or in a civil partnership in Warwickshire is 3.9% higher than the national average, and the number of single people is 4% lower than the national average (**Table 4-10**). All other marriage and civil partnership categories are similar to the national averages¹⁷.

Table 4-10 – Marriage and Civil Partnership Profile

	Warwickshire		
Marriage / Civil Partnership	Number in 2011	% Total pop in 2011	England %
Single (never married or never registered a same-sex civil partnership)	136,687	30.6%	34.6%
Married	225,821	50.5%	46.6%
In a registered same-sex civil partnership	732	0.2%	0.2%
Separated (but still legally married or still legally in a same-sex civil partnership)	10,643	2.4%	2.7%
Divorced or formerly in a same-sex civil partnership which is now legally dissolved	40,801	9.1%	9%
Widowed or surviving partner from a same-sex civil partnership	32,391	7.2%	6.9%

¹⁷ NOMIS (2011). KS103EW - Marital and Civil Partnership Status [online] available at: <https://www.nomisweb.co.uk/census/2011/ks103ew> (accessed 05/07/2022).

4.12 Unemployment and deprivation

4.12.1. The proportion of unemployment in Warwickshire is lower than the national average for the UK by 2%, but the average gross weekly pay is higher than the UK national average by £28.50/week (Table 4-11)¹⁸.

Table 4-11 – Economic Profile (January 2021-December 2021)

Unemployment and Deprivation	Economically inactive: Unemployment (%)	Economically active (%)	Average Gross Weekly Pay of Full Time workers (£)
Warwickshire	2.4%	82.1%	£641.6
West Midlands	5%	77.6%	£581.8
Great Britain	4.4%	78.4%	£613.1

4.12.2. The Index of Multiple Deprivation (IMD) is the official measure of relative deprivation for small neighbourhoods in England. IMD is used by local governments to focus programmes in the most deprived areas and develop strategies, such as the NLPR.

4.12.3. In Warwickshire, there are 339 Lower Super Output Areas (LSOAs). In 2019 of the 339 LSOAs¹⁹:

- 6 LSOAs are within the top 10% most deprived neighbourhoods;
- 42 LSOAs are within the 20-30% most deprived neighbourhoods;
- 61 LSOA's are within the 40-50% of most deprived neighbourhoods;
- 90 LSOA's are within the 40-50% least deprived neighbourhoods;
- 98 LSOA's are within the 30-20% least deprived neighbourhoods; and
- 42 LSOA's are within the 10% least deprived neighbourhoods.

4.12.4. The most deprived LSOAs in Warwickshire are located to the north of the Borough, in the local authority of Nuneaton and Bedworth in the wards of Bar Pool, Kingswood and Camp Hill.

4.12.5. The least deprived LSOAs in Warwickshire are largely located in the wards of Harbury, Manor House and Glass House & Windy Arbour.

¹⁸ NOMIS (2021) Labour Market Profile – Warwickshire [online] available at:<https://www.nomisweb.co.uk/reports/lmp/la/1941962817/report.aspx#tabrespop>

¹⁹ Indices of Deprivation (2019) Indices of Deprivation: 2015 and 2019- Open Data Blog [online] Available at: http://dclgapps.communities.gov.uk/imd/iod_index.html (accessed 05/07/2022).

4.13 Gender Reassignment

- 4.13.1. Trans is a general term for people whose gender is different from the gender assigned to them at birth. Currently no robust data on the UK trans population, and subsequently local authority data, exists. The Government Equalities Office tentatively estimates that there are approximately 200,000-500,000 trans people in the UK²⁰. The Office for National Statistics is researching whether and how to develop a population estimate.

4.14 Baseline summary

- 4.14.1. The Warwickshire gender and age profiles are both largely representative of England overall; however, there is on the whole less diversity in race and religion. The proportion of the population who would state that their day-to-day activities are limited a lot by a long-term health problem or disability is slightly lower than the national average, as well as the proportion of the population who are deaf or hard of hearing and living with vision impairment.
- 4.14.2. Households within Warwickshire have higher levels of income when compared to the national average England overall, and unemployment rates are slightly lower. There are pockets of deprivation concentrated in the central and northern area of Warwickshire, such as Bar Pool, Kingswood and Camp Hill. As detailed schemes and interventions come forward framed by the Local Transport Plan, these should be assessed in more detail to understand the potential impacts on specific local populations and vulnerable groups.

²⁰ Government Equalities Office (2018) Trans People in the UK [online] Available at: https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/721642/GEO-LGBT-factsheet.pdf (Accessed 06/07/2022).

5 IMPACT ASSESSMENT

5.1 Introduction

- 5.1.1. The Local Transport Plan for Warwickshire County Council is in the process of being updated. The plan came into effect in 2011 and covers the period 2011-2016. The updated LTP4 will be adopted in 2023 and be reviewed after a maximum of five years.
- 5.1.2. The LTP4 is being developed to allow WCC to address new and emerging transport needs. The LTP4 will identify transport policies and strategies needed to manage and maintain Warwickshire's transport network in a safe, sustainable and integrated way. The proposed main themes for the LTP4 are environment, economy, place and wellbeing.

5.2 Vision

- 5.2.1. Warwickshire has local plans for various areas within the county. Local plans are prepared by the Local Planning Authority and provide a vision for the future of each area and a framework for addressing housing needs and other economic, social and environmental priorities.

5.3 Policies

- 5.3.1. The strategies each contain a number of policies which have been assessed from an equality perspective.
- 5.3.2. Policies have been split by their themes under the following categories:
 - Core Strategy (KP1-5);
 - Active Travel (AT1-3);
 - Managing Space Strategy (MS1-6);
 - Motor Vehicles (MV1-4);
 - Public Transport Strategy (PT1-5);
 - Safer Travel Strategy (ST1-5); and
 - Freight Strategy (F1-7).

5.4 Assessment Methodology

- 5.4.1. The impact assessment will assess the proposed policies, based on their potential to directly or indirectly cause likely disproportionate impacts on people with the protected characteristics outlined previously. Deprivation has also been assessed as an indicator.
- 5.4.2. Certain equality groups are unlikely to be impacted specifically as a result of the LTP and have been scoped out of this assessment. These include:
 - Sexual orientation;
 - Gender re-assignment; and
 - Marriage and civil partnership.

- 5.4.3. Impacts on protected characteristic groups in particular will be identified as positive, neutral or negative. Mitigation or recommendations will be provided for each policy where this is applicable. Where the impact is deemed positive or neutral, any recommendations will outline how to ensure there is no negative impact or opportunities to further advance equality and inclusivity.
- 5.4.4. Table 5-1 below provides the assessment key to the assessment Table 5-2 below.

Table 5-1 – Assessment Key

Symbol	Impact
+	Positive
0	Neutral
-	Negative
+/-	Potential for positive and negative

5.5 Assessment Summary

- 5.5.1. In summary, the majority of policies are likely to be beneficial to all or the majority of users of the transport network, including those falling under protected characteristic groups. A large number of actions will bring about benefits to air quality and active travel, which will subsequently result in improved physical and mental health of users of the transport networks along with other associated benefits, for which users in protected user groups will be particularly sensitive to.
- 5.5.2. The main protected characteristic groups that will particularly benefit include:
 - Age – older people who have reduced mobility and require access to health and other services. Also children who are likely to benefit from air quality improvements that numerous policies look to achieve;
 - Disability – people with a variety of disabilities will benefit from a more accessible environment; and
 - Deprivation – people from low-incomes who require access to employment, education and housing and people with underlying health issues.
- 5.5.3. Key areas where further consideration of protected characteristic groups may be needed include:
 - Parking provision;
 - Implementation of digital services and technology;
 - Development and implementation of active travel schemes, including walking and cycling infrastructure and implementation of schemes such as electric bikes and e-scooters; and

- Development and improvement to public transport provision, including the bus and rail network.

A large number of actions will benefit from input from relevant, representative stakeholders during development and implementation of interventions. It is recommended that proportionate, meaningful and inclusive consultation is undertaken to identify potential impacts and maximise opportunities where there is potential for disproportionate impacts that are not understood.

Throughout the production of LTP4 and the various consultation exercises that have accompanied its development, Warwickshire County Council has strived to reach out to all communities. However, it is recognised that there is some under-representation from some ethnic groups. To address this issue, and to comply with WCC's Public Sector Equality Duty, this Equality Impact Assessment has been reviewed and updated and in response to this under-representation it is further intended to strengthen our engagement processes in the delivery phase of LTP4, working with colleagues in Communications and Equalities and, where feasible, with external organisations, to ensure as broad a reach as possible.

Table 5-2 – Equality Impact Assessment

Strategy	Policy/ Action	Sex/ gender	Religion	Age	Disability	Race	Pregnancy and maternity	Deprivation	Potential impacts	Mitigation measures / Recommendations
Core Strategy	KP1 Engaging with communities to provide transport options which recognise the unique travel needs of Warwickshire's different places	+	+	+	+	+	+	+	<u>All Protected Characteristic Groups (PCG)</u> + This policy aims to provide and develop a sustainable transport network with tailored interventions to suit local requirements.	Inclusive stakeholder engagement should be undertaken with relevant groups when appropriate to ensure services are suitable for users in all protected characteristic groups.
	KP2 Transport interventions which align with our Council Vision, government policy and as many of our four key strategy themes as possible	+	+	+	+	+	+	+	<u>All PCGs</u> + Where implemented, this policy should help to eliminate deprivation by providing better accessibility to employment opportunities, increase opportunities for active travel (beneficial for health, wellbeing and deprivation) and better integrated alternatives to private vehicles, and reduce opportunity for crime.	
	KP3 Decarbonising transport and transport related infrastructure	+	+	+ -	+ -	+	+	+	<u>All PCGs</u> Encouraging more sustainable travel choices could provide health benefits for all (but particularly those with respiratory issues, the young, old and those in deprived and urban areas), in terms of physical fitness, mental wellbeing and through better environments and improved air quality. <u>Deprivation</u>	Additional consideration must be taken for those with different mobility needs, including those experiencing disability, older people, and families with younger children, and of those with levels of deprivation so as to not create barriers to participation. Interventions should consist of a range of solutions, with consideration of affordability, to be inclusive of different needs. In implementing interventions for reducing car dependency, provision should be maintained for those for those with limited mobility, such as retention or provision of new designated blue badge parking.

Strategy	Policy/ Action	Sex/ gender	Religion	Age	Disability	Race	Pregnancy and maternity	Deprivation	Potential impacts	Mitigation measures / Recommendations
									<p>+ Discouraging car use in favour of public transport may result in cheaper tickets to make this mode more attractive, therefore becoming more accessible for lower income groups.</p> <p><u>Disability, Age</u></p> <p>- Implementing measures that encourage reduced car dependency could impact on the ability of those with limited mobility to access services.</p>	
	KP4 A flexible approach to policy development in response to a changing Warwickshire	+	+	+	+	+	+	+	<p><u>All PCGs</u></p> <p>+ A more flexible approach able to adapt to a changing demographic stands to benefit all groups.</p>	None.
	KP5 Data and evidence-led monitoring and evaluation of our transport interventions	0	0	0	0	0	0	0	<p>No protected groups are identified as specifically impacted.</p>	<p>Data collection should be mindful of under or over represented groups and fill data gaps by other means where necessary.</p> <p>Inclusive stakeholder engagement should be undertaken with relevant groups when appropriate to ensure data is representative and considerate of users in all protected characteristic groups.</p>
Active Travel	AT1 Improving accessibility and attractiveness of active travel options	+	+	+	+	+	+	+	<p><u>Age, Disability, Pregnancy and Maternity and Deprivation</u></p>	<p>Accessible surfacing should be considered for mobility aid users and people with mobility restrictions.</p> <p>Parking and access will require new spaces within developments to be equipped with electric charging points.</p> <p>Ensure that improvements are considerate of appropriate lighting schemes and security measures. There should be considerate placement of</p>

Strategy	Policy/ Action	Sex/ gender	Religion	Age	Disability	Race	Pregnancy and maternity	Deprivation	Potential impacts	Mitigation measures / Recommendations
									<p>+ These groups will benefit from improved accessibility infrastructure including step-free accesses, provision of seats and benches in public spaces and e-bike parking.</p> <p>+ Affordable active transport options will benefit those without private vehicles.</p> <p><u>Sex/gender, Disability, Race, Religion</u></p> <p>+ Improving attractiveness at transport interchanges should help to eliminate crime and improve perceptions of safety for those who may be more vulnerable to attack or hate crimes, particularly during the hours of darkness.</p>	<p>infrastructure such as cycle parking, to ensure visibility of users to discourage criminal activity (both to property and people).</p> <p>Reviews of charges to end users should be undertaken periodically to ensure financial barriers are not unnecessarily placed on those with levels of deprivation. Where financial barriers are found to exist, opportunities should be sought to reduce these. Solutions to be considered could include subsidies to charges, educational schemes (for example for bike skills)</p>
	AT2 Better, safer routes for walking and cycling	+	+	+	+	+	+	+	<p><u>Sex/gender, Disability, Race, Religion</u></p> <p>+ Improving walking and cycling routes should help to eliminate crime and improve perceptions of safety for those who may be more vulnerable to attack or hate crimes, particularly during the hours of darkness.</p> <p><u>Age, Disability</u></p> <p>+ Older people and those with limited mobility could particularly benefit from less strenuous forms or accessible active travel, due to associated health benefits.</p> <p><u>Deprivation</u></p> <p>+ Better connectivity between footways/ cycleways and</p>	<p>Cycleways should provide enough space for adapted cycles that may benefit groups affected (particularly the disabled, older people with limited mobility and those with small children).</p> <p>Active travel infrastructure should be accessible and inclusive. Inclusive stakeholder engagement should be undertaken with relevant groups when appropriate to ensure services are suitable for users in all protected characteristic groups.</p> <p>Consideration should be made for removing other barriers towards active travel for disabled people, such as affordability. The council should work with charities and other representative groups to help lower the cost of adapted cycles.</p>

Strategy	Policy/ Action	Sex/ gender	Religion	Age	Disability	Race	Pregnancy and maternity	Deprivation	Potential impacts	Mitigation measures / Recommendations
									public transport will particularly benefit people from low-income families.	
	AT3 Information and promotion	+	+	+/-	+	+/-	+	+/-	<p><u>All PCGs</u></p> <p>+ Extensive up-to-date information easily available to all users to promote active travel.</p> <p><u>Age, Race, Deprivation</u></p> <p>- The results of surveys and audits have the potential to be over or under represented by different user groups, particularly where there are barriers to participation for reasons such as lower literacy (including digital) and language.</p>	Implementation of scheme should be mindful of cultural sensitivities and lower socio-economic households, which could cause participation to be limited. Where cultural or financial barriers are found to exist, opportunities should be sought to reduce these. Promotion should be considerate of the demographic in the locality and cater for different languages and cultural practices as appropriate. Sensory limitations and literacy (including of digital resources) should also be considered.
Managing Space	MS1 Increasing sustainable development and travel	+	+	+	+	+	+	+	<p><u>All PCGs</u></p> <p>+ Better provision of sustainable forms of transport and active travel will help negate air quality issues and provide health benefits for the whole community.</p>	<p>Active travel infrastructure should be accessible and inclusive.</p> <p>Evidence collection to inform decision making should be mindful of under or over represented groups and fill data gaps by other means where necessary.</p>
	MS2 Travel options which are accessible to all	0	0	+	+	0	+	+	<p><u>Age, Disability, Pregnancy and Maternity, and Deprivation</u></p> <p>+ These groups will likely suffer the greatest relating to accessibility whether it is physical accessibility or financial. More accessible travel options can lead to lower levels of social isolation amongst other benefits.</p>	Inclusive stakeholder engagement should be undertaken with relevant groups when appropriate to ensure services are suitable for users in all protected characteristic groups.

Strategy	Policy/ Action	Sex/ gender	Religion	Age	Disability	Race	Pregnancy and maternity	Deprivation	Potential impacts	Mitigation measures / Recommendations
	MS3 Prioritising use of space to promote sustainable travel options	+	+	+ -	+ -	+	+	+	<p><u>All PCGs</u></p> <p>+ This policy aims to change the way car usage dominates Warwickshire’s towns and villages, helping to negate air quality issues and provide health benefits for the whole community.</p> <p><u>Deprivation</u></p> <p>+ Discouraging car use in favour of public transport may result in cheaper tickets to make this mode more attractive, therefore becoming more accessible for lower income groups.</p> <p><u>Disability, Age</u></p> <p>- Implementing measures that encourage reduced car dependency could impact on the ability of those with limited mobility to access services.</p>	<p>Consultation with relevant stakeholder groups should be undertaken to inform design and planning decisions when reallocating space.</p> <p>In implementing interventions for reducing car dependency, provision should be maintained for those for those with limited mobility, such as retention or provision of new designated blue badge parking.</p>
	MS4 Robust data-led decision making in assessing new developments	0	0	0	0	0	0	0	No protected groups are identified as specifically impacted.	Data collection should be mindful of under or over represented groups and fill data gaps by other means where necessary.
	MS5 Construction to best available standards	+	+	+	+	+	+	+	<p><u>All PCGs</u></p> <p>+ Carbon reduction embedded into design will help negate air quality issues and improve overall health.</p>	None.
	MS6 Influencing Planning Authorities and Developers	+	+	+	+	+	+	+	<u>All PCGs</u>	Accessible surfacing should be encouraged in design for the benefit of mobility aid users and people with mobility restrictions.

Strategy	Policy/ Action	Sex/ gender	Religion	Age	Disability	Race	Pregnancy and maternity	Deprivation	Potential impacts	Mitigation measures / Recommendations
									+ Travel and transport improvements including road safety audits have the potential to reduce road traffic accidents and increase overall safety for all groups. <u>Age</u> + Safer routes to school will benefit children and parents/care givers. <u>Disability</u> + Planned disabled access improvements are likely to benefit disabled people.	
Motor Vehicles	MV1 Using our influence with partners to provide a modern fit-for-purpose route network	0	0	0	0	0	0	0	No protected groups are identified as specifically impacted.	None.
	MV2 Increased use of technology in network monitoring	0	0	0	0	0	0	0	No protected groups are identified as specifically impacted.	None.
	MV3 Maximising funding opportunities	0	0	0	0	0	0	+	<u>Deprivation</u> + In maximising funding opportunities for providing alternative transport, those without access to motor vehicles will benefit.	Cheaper / more sustainable alternatives could be provided which will grant all income levels access to travel.
	MV4 Making our towns and villages and the routes that connect them better places to be	+	+	+	+	+	+	+	<u>All PCGs</u> + Less traffic in town centres will help improve air quality and create more attractive places to visit. <u>Disability</u>	

Strategy	Policy/ Action	Sex/ gender	Religion	Age	Disability	Race	Pregnancy and maternity	Deprivation	Potential impacts	Mitigation measures / Recommendations
									+ Reducing traffic in town centres but retaining disabled access would prevent issues for individuals who rely on this.	
Public Transport	PT1 Working with partner organisations to improve public transport	0	0	0	0	0	0	+	<u>Deprivation</u> + Working with partner organisations to improve public transport could provide funding opportunities for alternative transport.	A comprehensive public transport network with a variety of services should consider people from low-income families. In monitoring value for money, affordability for low-income households should be considered.
	PT2 Making our towns and villages and the routes that connect them better Improved accessibility and attractiveness of public transport as a travel choice	0	0	+	+	0	+	+	<u>All PCGs</u> + Improved accessibility and attractiveness of public transport with the intention of creating a Warwickshire Bus Passenger Charter is likely to provide benefits for these groups, particularly for those who may feel vulnerable to criminal activity	Work with partnering organisations to ensure all facilities are to the highest standard for each demographic. Operators could consider improvements to their services and schedules to support the night time economy, ensuring reliability and safety for users during this time. Ensure that improvements are considerate of appropriate lighting schemes and security measures. There should be considerate placement of infrastructure such as cycle parking, to ensure visibility of users to discourage criminal activity (both to property and people).

Strategy	Policy/ Action	Sex/ gender	Religion	Age	Disability	Race	Pregnancy and maternity	Deprivation	Potential impacts	Mitigation measures / Recommendations
	PT3 Information and ticketing	0	0	+/-	-	-	0	+/-	<p><u>Deprivation</u></p> <p>+ Producing a Countywide multi-operator bus ticket as way of simpler, more flexible ticketing options will benefit those from low-income families.</p> <p><u>Age</u></p> <p>+Younger people without access to private vehicles would benefit from digitally connected transport which offers wider levels of participation.</p> <p><u>Age, Disability, Race and Deprivation</u></p> <p>- Elderly people, those with certain disabilities, those with lower levels of fluency in the English language and those most deprived may not have access to certain advanced technologies and therefore may be excluded through use of digital applications.</p>	<p>Review and develop new and simpler means of obtaining and paying for journeys will benefit those on lower incomes.</p> <p>Access through digital technology to any such information or ticketing schemes (via the use of apps for example) should be inclusive of those with disabilities (sensory and learning), those with language barriers and those with limited understanding or access to smart phones and other technology (such as the elderly, more deprived and non-native English speakers).</p>
	PT4 New developments and connectivity to public transport services	0	0	+	+	0	+	+	<p><u>Age, Disability, Pregnancy and maternity and Deprivation</u></p> <p>+ Maximising opportunities to provide access to public transport will particularly benefit these groups.</p>	<p>A comprehensive public transport network with a variety of services should consider younger and older people, pregnant woman and those on maternity, people using mobility aids or with restricted mobility and people from low-income families.</p>
	PT5 Community Rail Partnership	0	0	0	0	0	0	0	<p>No protected groups are identified as specifically impacted.</p>	<p>None.</p>

Strategy	Policy/ Action	Sex/ gender	Religion	Age	Disability	Race	Pregnancy and maternity	Deprivation	Potential impacts	Mitigation measures / Recommendations
Safer Travel	ST1 Working with Partners to deliver road safety improvements	+	+	+	+	+	+	+	<u>All PCGs</u> + Implementation of a Safe Systems approach to road safety has the potential to reduce road traffic accidents and increase overall safety for all groups.	None.
	ST2 Evidence-led road safety engineering interventions	+	+	+	+	+	+	+	<u>All PCGs</u> + Fewer collision hotspots and less network congestion will reduce road traffic accidents and all groups will benefit.	None.
	ST3 - Wide-ranging community engagement to improve road safety	0	0	+	0	0	0	0	<u>Age</u> + All ages will benefit from this policy, education for school children and courses/campaigns for mature drivers.	Inclusive stakeholder engagement should be undertaken with relevant groups when appropriate to ensure services are suitable for users in all protected characteristic groups. Engagement should be considerate of the demographic in the locality and cater for different languages and cultural practices as appropriate.
	ST4 Road engineering design to align with appropriate quality standards	0	0	0	0	0	0	0	No protected groups are identified as specifically impacted.	None
	ST5 Promoting safety in all travel choices	+	+	+	+	0	0	+	<u>Age / Disability / Sex/Gender</u> + Improved road safety and better lighting may positively benefit older and younger people, women and those who are physically disabled or have impaired mobility. <u>Deprivation</u> + Convenience and cost are large factors in influencing	Cheaper / more sustainable alternatives could be provided which will grant all income levels access to travel.

Strategy	Policy/ Action	Sex/ gender	Religion	Age	Disability	Race	Pregnancy and maternity	Deprivation	Potential impacts	Mitigation measures / Recommendations
									<p>travel options, ensuring these modes are secure will increase accessibility.</p> <p><u>Sex/gender, Disability, Race, Religion</u></p> <p>+ Improving safety at transport interchanges should help to eliminate crime and improve perceptions of safety for those who may be more vulnerable to attack or hate crimes, particularly during the hours of darkness.</p>	<p>Ensure that improvements are considerate of appropriate lighting schemes and security measures. There should be considerate placement of infrastructure such as cycle parking, to ensure visibility of users to discourage criminal activity (both to property and people).</p>
	F1 Promote shift from road to rail and active travel modes	+	+	+	+	+	+	+	<p><u>All PCGs</u></p> <p>+ Reduction in road freight travel can provide benefits to all groups via lower emissions, lower congestion and lower noise pollution.</p>	None.
	F2 Facilitate the transition to alternative fuels for freight vehicles	+	+	+	+	+	+	+	<p><u>All PCGs</u></p> <p>+ Intended policy outcomes of reduced emissions and improved air quality will benefit all groups.</p>	None.
	F3 Support efforts to deliver a better network of lorry parking in the county	+	0	0	0	0	0	+	<p><u>Sex/gender and Deprivation</u></p> <p>+ Improved driver well-being may have a greater benefit on men, as there are likely to be a greater number of male HGV drivers in the county.</p> <p>+ Enhancing HGV driving as a career could provide employment opportunities for people from low-income families.</p>	None.

Strategy	Policy/ Action	Sex/ gender	Religion	Age	Disability	Race	Pregnancy and maternity	Deprivation	Potential impacts	Mitigation measures / Recommendations
	F4 Support and deliver initiatives that improve journey time reliability for freight movements	0	0	0	0	0	0	0	No protected groups are identified as specifically impacted.	None.
	F5 Reduce the impact of 'last mile' deliveries	+	+	+	+	+	+	+	<u>All PCGs</u> + Promoting active travel for goods deliveries will improve the air quality and overall health of all groups.	Active travel infrastructure should be accessible and inclusive.
	F6 Reduce incidents involving freight vehicles	+	+	+	+	+	+	+	<u>All PCGs</u> + Work to reduce the likelihood of road collisions will benefit all groups.	None.
	F7 Encourage freight vehicles to use appropriate routes	+	+	+	+	+	+	+	<u>All PCGs</u> + Reducing instances of HGVs using small local roads will enhance the environment and wellbeing of those in the area, benefitting all groups.	Opportunities for training/job opportunities for individuals with barriers to work.



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