

Equality and Safety Impact Assessment

The **Public Sector Equality Duty** (Section 149 of the Equality Act) requires public bodies to have due regard to the need to eliminate discrimination, advance equality of opportunity, and foster good relations between different people carrying out their activities.

The Equality Duty supports good decision making – it encourages public bodies to be more efficient and effective by understanding how different people will be affected by their activities, so that their policies and services are appropriate and accessible to all and meet different people’s needs. The Council’s Equality and Safety Impact Assessment (ESIA) includes an assessment of the community safety impact assessment to comply with Section 17 of the Crime and Disorder Act and will enable the Council to better understand the potential impact of proposals and consider mitigating action.

Name or Brief Description of Proposal	Northam Rail Bridge replacement Works will include new bridges for walking / cycling, bus and motor vehicles, changes to the approach junctions, and public realm works in the area
Brief Service Profile (including number of customers)	
<p>Integrated Transport is responsible for the policy and strategy relating to all transport activities within the City.</p> <p>Customers include all transport users in the City including residents, visitors and business related activity. Customers will be multi-modal – walking, cycling, bus, private motor car and business related transport (freight etc).</p> <p>There will also be an impact on train travel during construction</p>	
Summary of Impact and Issues	
<p>Construction activities associated with the new bridge and associated improvements which may impact journey options and journey times</p> <p>Changes to travel modes for users</p>	
Potential Positive Impacts	
<p>Increased physical activity through improvements to walking and cycling network</p>	

Improvements to air quality via a reduction in congestion Improvements to biodiversity through increased greening and public space opportunities for rain gardens	
Responsible Service Manager	Wade Holmes, Service Manager Integrated Transport
Date	19/08/2024

Potential Impact

Impact Assessment	Details of Impact	Possible Solutions & Mitigating Actions
Age	<p>Bus travel forms a key transport mode for people aged over 65 with the availability of the concessionary bus pass.</p> <p>Disruption during construction may impact older people with age-related mobility issues having to walk further where bus stops are not located near their destination</p> <p>The final scheme will improve access options for age related travel including better walking / cycling and bus travel</p> <p>A new road layout will be delivered which may be confusing for elderly residents with age related issues (eg dementia) who have been used to a long term traffic arrangement over the Bridge</p>	<p>A construction management plan will be required detailing on how information on new bus stops / routes during construction will be access</p> <p>Undertake walking audit between existing stops and proposed temporary stops</p> <p>Material to be prepared on how to use new road layouts during construction and post scheme to be distributed via appropriate channels</p>
Disability	<p>Bus travel can form a key mode of transport for people with disabilities, who are eligible for a Disabled Person's bus pass.</p>	<p>A construction management plan will be required detailing on how information on new bus stops / routes during</p>

Impact Assessment	Details of Impact	Possible Solutions & Mitigating Actions
	<p>An increase in journey time to reach destinations due to construction work</p>	<p>construction will be access</p> <p>Undertake walking audit between existing stops and proposed temporary stops</p> <p>Advise of potential delays via signage across the network (via Variable Message Signs)</p>
Gender Reassignment	<p>Of the 1,007 hate crimes reports in Southampton in 2021, a low proportion (less than 50) were related to transgender identity</p> <p>An increase in journey time to reach destinations due to new bus stop locations or the need to interchange</p> <p>Safety concerns relating to hate crime may be exacerbated at night time and in darkness</p>	<p>Ensure appropriate lighting strategy for construction and for final design</p> <p>Adopt safer by design principles to reduce crime opportunities such as designing out blind spots</p>
Care Experienced	<p>It is not anticipated that the proposals will have a greater negative impact on these individuals.</p>	
Marriage and Civil Partnership	<p>It is not anticipated that the proposals will have a greater negative impact on these individuals.</p>	
Pregnancy and Maternity	<p>An increase in journey time to reach destinations due to new bus stop locations or the need to interchange due to some reduced mobility / using buggies whilst construction activates are happening</p>	<p>Provide information on new bus network / bus stop locations during construction</p> <p>Advise of potential delays via signage across the network (via Variable Message Signs)</p>

Impact Assessment	Details of Impact	Possible Solutions & Mitigating Actions
Race	<p>80.7 % of Southampton residents identify with being white, with 10.6% identify being Asian / Asian British, 3% identify being Black, Black British</p> <p>Inner city wards are more likely to have a higher percentage of Ethnic Groups other than white.</p> <p>Of the 1,007 hate crimes reports in Southampton in 2021, the majority (almost 600) were related to race</p> <p>Safety concerns relating to race may be exacerbated at night time and in darkness</p>	<p>Provide information on new bus network / bus stop locations during construction</p> <p>Ensure appropriate lighting strategy for construction and for final design</p> <p>Adopt safer by design principles to reduce crime opportunities such as designing out blind spots</p>
Religion or Belief	<p>Safety concerns relating to religion may be exacerbated at night time and in darkness</p>	<p>Ensure appropriate lighting strategy for construction and for final design</p> <p>Pedestrian / walking cycling plans to be prepared during construction and after construction</p> <p>Adopt safer by design principles to reduce crime opportunities such as designing out blind spots</p>
Sex	<p>It is not anticipated that the proposals will have a greater negative impact on these individuals.</p>	
Sexual Orientation	<p>Hate crime reporting data for Southampton indicates that of 1007 hate crime reported incidents in 2021, sexual</p>	<p>Ensure appropriate lighting strategy for construction and for final design</p>

Impact Assessment	Details of Impact	Possible Solutions & Mitigating Actions
	<p>orientation made up approximately 150 reports.</p> <p>Safety concerns relating to sexual orientation may be exacerbated at night time and in darkness</p>	<p>Pedestrian / walking cycling plans to be prepared during construction and after construction</p> <p>Adopt safer by design principles to reduce crime opportunities such as designing out blind spots</p>
Community Safety	<p>Safety concerns related to community safety may be exacerbated at night time and in darkness</p>	<p>Ensure appropriate lighting strategy for construction and for final design</p> <p>Pedestrian / walking cycling plans to be prepared during construction and after construction</p> <p>Adopt safer by design principles to reduce crime opportunities such as designing out blind spots</p>
Poverty	<p>Southampton is a relatively deprived city being 55th out of 317 local authorities and some areas being within the 10% deprived in England</p> <p>Changing transport options during construction activities eg longer travel routes costing more money may become unaffordable</p> <p>Some characteristics of people in poverty may prevent them from accessing information such as written material or on the internet</p>	<p>Promote fare offers on bus travel during construction works</p> <p>Provide information on impacts on site in written and diagrammatic form</p>
Health & Wellbeing	<p>Disturbances during construction for local residents such as noise, dust</p>	<p>A construction management plan will be required to address</p>

Impact Assessment	Details of Impact	Possible Solutions & Mitigating Actions
		potential impacts and the mitigations required
Other Significant Impacts		