

Equality Impact Assessment

Elland Access Package

Final

Date

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Calderdale Council



JBA Project Manager

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Revision History

Revision Ref/Date	Amendments	Issued to
P01 - 07/05/2021	Draft Report	James Driver
P01 - 25/05/2021	Final Report	James Driver

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Purpose

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1 Introduction

The following Equality Impact Assessment has been undertaken for the Elland Access Package. The proposal, impact assessment, evidence and final score are summarised in Sections 1-3 below.

Section 1 - Your Proposal		
What is your proposal?	Please select YES or NO	If Yes, please give details here:
To introduce a service, activity or policy (i.e. start doing something)	Yes	The Scheme proposes the introduction of new pedestrian and cycle routes, and two new pedestrian/cyclist bridges. Additionally, there would be landscaping and public realm enhancements. One of the bridges would cross the River Calder and Calder and Hebble Navigation, connecting Riverside Park and Park Road. The second bridge would be in north-east West Vale and would cross the River Calder connecting the Calder and Hebble Navigation tow path and the southern end of the Heath Rugby Club rugby field. The new bridges and pedestrian/cycle routes would provide more direct/attractive links from West Vale, areas of Elland north of the River Calder, Elland town centre and the proposed Elland Rail Station. This would significantly improve opportunities for active travel to the station and encourage modal shift towards more sustainable modes of transport.
To remove a service, activity or policy (i.e. stop doing something)	No	
To reduce a service or activity (i.e. do less of something)	No	
To increase a service or activity (i.e. do more of something)	No	
To change a service, activity or policy (i.e. redesign it)	Yes	Upgrades to existing pedestrian and cycle routes to provide more direct/attractive links between West Vale, areas of Elland north of the River Calder, Elland town centre and the proposed Elland Rail Station. This would significantly improve opportunity for active travel and encourage modal shift towards more sustainable modes of transport.
To start charging for (or increase the charge for) a service or activity (i.e. ask people to pay for or to pay more for something)	No	

Describe your proposal, including aims, expected outcomes, and main beneficiaries/stakeholders:

The West Yorkshire Combined Authority and Calderdale Council are developing plans to build a new railway station in Elland and introduce a series of improvements known as the Access Package. The subject of this Equality Impact Assessment (EIA) covers the Elland Access Package. The Elland Rail Station is covered in a separate document. At the time of completing this EIA (May 2021), a planning application (21/00017/LAA), submitted in January 2021, is pending decision. Consultation with key stakeholders and the public took place between May and July 2020 and therefore further consultation with protected groups is not planned.

The Elland Access Package involves the construction of two new pedestrian bridges and upgrades/widening of the pedestrian and cycle route network. The first bridge would be located north of Elland Town centre (between Riverside Park and Park Road) and would create links to the area north of the River Calder, whilst also creating direct links to the proposed Elland Rail Station, the National Cycle Network (NCN) Route 66 and other cycle routes and towpaths. In West Vale, a new bridge (between the Calder and Hebble Navigation tow path and southern end of Heath Rugby Club's rugby field) would connect non-motorised users to Route 66 and other pedestrian/cycle routes within the vicinity and connections into Elland and to the proposed Elland Rail Station. The immediate surrounding area of the Scheme is predominantly industrial warehouses. The aim of the Elland Access Package has been to improve car free access to the proposed station from across the town and the wider area. The proposals would also support the sustainable travel connection from Elland and West Vale, and the direct connection onto the Route 66 cycleway, with links to both Halifax and Brighouse.

It is anticipated that the Scheme would:

- provide new and improved access between West Vale, areas of Elland north of the River Calder, the proposed Elland Rail station and town centres via sustainable modes of transport;
- improve access to educational and employment opportunities, particularly for local communities which have significant pockets of deprivation and low-car ownership; and
- improve air quality and reduce motorised transport emissions through encouraging a modal shift from private car use.

The main stakeholders of the Scheme include:

- Partner Councils;
- Department for Transport;
- Local Enterprise Partnerships – Leeds City Region LEP, York North
- Yorkshire and East Riding LEP
- Partner Organisations – e.g. Network Rail, Highways England, English Heritage, Canal and River Trust, Environment Agency
- Public Transport Operators – Railway and Bus operators
- Active Travel organisations - Cycling UK, Sustrans, Living Streets, local campaign groups
- Education sector – universities, colleges and schools
- Businesses - Civic Societies, Chambers of Commerce, Business Improvement Districts
- Local Air Quality Groups - Local Authority Air Quality Teams
- Public Health – Directors of Public Health, Public Health England
- Developers

Section 2 - Impacts		
What type of impact do you think the scheme will have on...	Type of Impact	Please explain your rationale for deciding on the impact
WYCA employees ? (overall impact)	Neutral	The Scheme is focussed on residents across the Leeds City Region and would not specifically impact WYMA employees. Any impacts on WYMA employees who are also residents of Elland or West Vale/users of the access routes are covered in the section below.
Leeds City Region residents living in a specific ward/local area?	Positive	<p>It is estimated by the Outdoor Recreation Valuation Tool (University of Exeter, 2021) that Route 66 is visited 308,105 times per year.</p> <p>According to the Index for Multiple Deprivation (Consumer Data Research Centre, 2019), the local population of Elland and West Vale are within the 2nd and 3rd decile of deprivation respectively (within one of 20% and 30% most deprived neighbourhood areas within the UK).</p> <p>During construction there is potential for temporary disruption to residents within Elland, West Vale and those who may use Route 66 due to potential diversions/closures of the existing pedestrian/cycle network. There is also potential for noise and disruption for those within the surrounding industrial area. However, the impact would be temporary and short term. The works may involve local labour and sourcing of local resources which could benefit the local economy of Elland/West Vale.</p> <p>The Scheme, if delivered, will have a positive impact as it will provide improved pedestrian and cycle infrastructure for people in Elland and West Vale, facilitating better access to the proposed Elland station but also providing connections between north and south of the River Calder. The provision of new and improved sustainable transport routes will increase the journey quality for walking and cycling. Additionally, users of Route 66 would benefit from new connectivity of the network.</p> <p>Furthermore, the proposals will provide improved safety through lighting of routes which will improve usability. Better connectivity/accessibility will be positive for communities which have significant pockets of deprivation and associated low car ownership.</p>
Please which area/ward will be affected:		Elland and Greetland and Stainland

<p>Residents across the Leeds City Region? (i.e. most/all local people)</p>	<p>Positive</p>	<p>During the construction there is potential for temporary disruption to residents across the Leeds City Region, particularly for those who live locally due to potential diversions/closures of the existing pedestrian/cycle network. There is also potential for noise and disruption for those within the surrounding industrial area. However, the impact would be temporary and short term. The works may involve local labour and local sourcing of resources which could benefit the economy across the Leeds City Region.</p> <p>The Scheme, if delivered, will have a positive impact and provide improved pedestrian and cycle infrastructure for people in Elland and West Vale and potentially those within the wider Leeds City Region. It would facilitate:</p> <ul style="list-style-type: none"> • better access to the proposed Elland station and connections between north and south of the River Calder; • the provision of new and improved sustainable transport routes increasing journey quality for walking and cycling; • connectivity for users of Route 66; • improved safety through lighting of routes which will improve usability; • better connectivity/accessibility which may be positive for communities which have significant pockets of deprivation and associated low car ownership.
<p>Existing service users?</p>	<p>Positive</p>	<p>During the construction there is potential temporary disruption for existing service users (pedestrians and cyclists) across the Leeds City Region due to potential diversions/closures of the existing pedestrian/cycle network. There is also potential for noise and disruption for those within the surrounding industrial area. However, the impact would be temporary and short term.</p> <p>The Scheme, if delivered, will have a positive impact and provide improved pedestrian and cycle infrastructure for people in Elland and West Vale and potentially those within the wider Leeds City Region. It would facilitate:</p> <ul style="list-style-type: none"> • better access to the proposed Elland station and connections between north and south of the River Calder; • the provision of new and improved sustainable transport routes increasing the journey quality for walking and cycling; • connectivity for users of Route 66; • improved safety through lighting of routes which will improve usability.

Each of the following protected characteristic groups ?		Please select from drop down	Please explain your rationale for deciding on the impact
(Think about how your proposal might affect, either positively or negatively, any individuals/communities. Please consider the impact for both employees and residents - within these protected characteristic groups).			
...age	What impact is there on WYCA employees /internal working practices?	Neutral	The Scheme is focussed on residents across the Leeds City Region and would not specifically impact WYMA employees. Any impacts on WYMA employees who are Leeds City Region residents/users of the access routes and are also of a vulnerable age group are covered in the section below.
	What impact is there on Leeds City Region residents/external service delivery?	Positive	<p>The most vulnerable age groups relevant to this Scheme are potentially those less physically developed (such as young children) or less physically mobile due to older age. In 2019 in the ward of Elland, 1,479 (12%) (out of a population of 12,371) of people were under the age of 10 and 2,362 (19%) people were aged 65 or above (Calderdale Council, 2019a). In 2019 in the ward of Greetland and Stainland Ward (part of West Vale), 1,278 (11%) (out of a population of 11,332) of people were under the age of 10 and 2,215 (20%) people were aged 65 or above (Calderdale Council, 2019b).</p> <p>There is potential for communication about the Scheme during construction and operation to be less accessible for those of an older age less familiar with technology if most communications are online.</p> <p>During construction, there is potential for temporary disruption due to diversions/closures of the existing pedestrian/cycle network. This could temporarily impact vulnerable age groups as closures/diversions of existing routes may, for example, require the need to take longer routes or where diversion routes or may be less accessible (e.g. narrower).</p> <p>Overall, the Scheme, if delivered, will have a positive impact and provide:</p> <ul style="list-style-type: none">• improvement from pedestrian and cycle enhancements;• safer routes (provision of CCTV and lighting);• convenience through more direct routes; and• better access (widening at some locations and gentle slopes for access to the bridges).
...disability	What impact is there on WYCA employees /internal working practices?	Neutral	The Scheme is focussed on residents across the Leeds City Region and would not specifically impact WYMA employees. Any impacts on WYMA employees who are Leeds City Region residents/users of the access routes and also have a disability are covered in the section below.

	What impact is there on Leeds City Region residents/external service delivery?	Positive	<p>According to Public Health England 2011 census data, the number of those with limiting long-term illness or disability in Elland are 2,157 (18% of the population) and 1,681 in Greetland and Stainland (14.8% of the population).</p> <p>For those with a disability this may limit their accessibility to communications about the Scheme (for example, an individual with a learning disability which limit their ability to use technology and the internet or those who are visually impaired or blind).</p> <p>During construction, there is potential for temporary disruption due to diversions/closures of the existing pedestrian/cycle network. This may temporarily impact people with disabilities as closures/diversions of existing routes may, for example, require the need to take longer/unfamiliar routes or may be less accessible for wheelchair users (e.g. narrower).</p> <p>Overall, the Scheme, if delivered, will have a positive impact and provide:</p> <ul style="list-style-type: none"> • improvement from pedestrian and cycle enhancements; • safer routes (provision of CCTV and lighting); • convenience through more direct routes; and • better access (widening at some locations and gentle slopes for access to the bridges). <p>Within the design there has been consideration for users of larger and specialist cycles including for disabled cyclists</p>
...gender reassignment	What impact is there on WYCA employees /internal working practices?	Neutral	This is not a distinguishing factor in this Scheme. There should be no greater impact on this group than on any other.
	What impact is there on Leeds City Region residents/external service delivery?	Neutral	This is not a distinguishing factor in this Scheme. There should be no greater impact on this group than on any other.
...marriage/civil partnership	What impact is there on WYCA employees /internal working practices?	Neutral	This is not a distinguishing factor in this Scheme. There should be no greater impact on this group than on any other.
	What impact is there on Leeds City Region residents/external service delivery?	Neutral	This is not a distinguishing factor in this Scheme. There should be no greater impact on this group than on any other.
...pregnancy & maternity	What impact is there on WYCA employees /internal working practices?	Neutral	The Scheme is focussed on residents across the Leeds City Region and would not specifically impact WYMA employees. Any impacts on WYMA employees who are also Leeds City Region residents/users of the access routes and are pregnant/have new-born babies are covered in the section below.

	What impact is there on Leeds City Region residents/external service delivery?	Positive	<p>During construction, there is potential for temporary disruption due to diversions/closures of the existing pedestrian/cycle network. This may temporarily impact people who are pregnant/have new-born babies as closures/diversions of existing routes may require the need to take longer routes or may be less accessible for prams/push chairs.</p> <p>Overall, the Scheme, if delivered, will have a positive impact and provide:</p> <ul style="list-style-type: none"> • improvement from pedestrian and cycle enhancements; • safer routes (provision of CCTV and lighting); • convenience through more direct routes; and • Better access (widening at some locations and gentle slopes for access to the bridges).
...race	What impact is there on WYCA employees /internal working practices?	Neutral	This is not a distinguishing factor in this Scheme. There should be no greater impact on this group than on any other.
	What impact is there on Leeds City Region residents/external service delivery?	Neutral	This is not a distinguishing factor in this Scheme. There should be no greater impact on this group than on any other.
...religion & belief	What impact is there on WYCA employees /internal working practices?	Neutral	This is not a distinguishing factor in this Scheme. There should be no greater impact on this group than on any other.
	What impact is there on Leeds City Region residents/external service delivery?	Neutral	This is not a distinguishing factor in this Scheme. There should be no greater impact on this group than on any other.
...sex	What impact is there on WYCA employees /internal working practices?	Neutral	This is not a distinguishing factor in this Scheme. There should be no greater impact on this group than on any other.
	What impact is there on Leeds City Region residents/external service delivery?	Neutral	This is not a distinguishing factor in this Scheme. There should be no greater impact on this group than on any other.
...sexual orientation	What impact is there on WYCA employees /internal working practices?	Neutral	This is not a distinguishing factor in this Scheme. There should be no greater impact on this group than on any other.
	What impact is there on Leeds City Region residents/external service delivery?	Neutral	This is not a distinguishing factor in this Scheme. There should be no greater impact on this group than on any other.

Section 3 - Evidence and Intelligence

How are you using advice, evidence and/or intelligence to help you? This can include data, research, surveys, reports, consultation, focus groups etc These can be national, regional, local or project specific		Please select YES or NO	If you answered Yes, give details of your sources of evidence below or in the Stage 2 Assessment
Have you taken any specialist advice linked to your proposal? (Legal, HR etc)?		No	
Do you have any evidence/intelligence to support your assessment (in section 2) of the impact of your proposal on...	...employees?	No	
	...Leeds City Region residents?	Yes	<p>Data sources used include Census data from the Calderdale Council website (2019), long-term illness and disability data from Public Health England (2018), University of Exeter Outdoor Recreation data (2021) and data showing the Index of Multiple Deprivation from Consumer Data Research Centre (2019).</p> <p>Engagement with public and stakeholders was carried out in between May and July 2020, through the Your Voice digital engagement hub. Responses were also accepted via email or letter. See Elland Rail Station and Access Package Phase 2 Engagement Report (August 2020). It should be noted that the engagement event covered both the Elland Rail Station and Elland Access package. The Report shows that the Accessible Calderdale Disability Access Forum have been involved in the discussion process.</p> <p>References and links to the above sources:</p> <ul style="list-style-type: none"> • Calderdale Council (2019a), Elland Ward Demographic Information (sourced at https://reports.esd.org.uk/reports/shared?encryptedId=AEB4FCED1D4BC8BB3BF335FED1C46EA70D753ED57C57C8D2BCC4DCC5132CA94E7BC8B01512E9EF19F39B3C3F0EEA143AEE09717738F3C239ADB56B9F2C17C152 accessed on 29/04/21) • Calderdale Council (2019b), Greetland and Stainland Ward Demographic Information (sourced at https://reports.esd.org.uk/reports/shared?encryptedId=AEB4FCED1D4BC8BB3BF335FED1C46EA70D753ED57C57C8D2BCC4DCC5132CA94E53A429A0ABE71FF3C3FE4BF5D9CD1E0D13D7ABB3E1EAAFCB169C12D24EBAE962 accessed on 29/04/21) • Consumer Data Research Centre (2019), Index of Multiple Deprivation 2019 (sourced at https://maps.cdrc.ac.uk/#/geodemographics/imde2019/default/BTTTTFPT/14/-1.8363/53.6911/ accessed on 29/04/21) • Public Health England (2018), Public Health data for Calderdale wards (sourced at https://www.localhealth.org.uk/#c=report&chapter=c07&report=r01&selgeo1=ward_2018.E05001373&selgeo2=eng.E92000001 accessed on 29/04/21) • University of Exeter (2021), Outdoor Recreation Valuation Tool (sourced at https://www.leep.exeter.ac.uk/orval/ accessed on 29/04/21) • West Yorkshire Combined Authority (2020) Elland Rail Station and Access Package Phase 2 (sourced at https://www.yourvoice.westyorks-ca.gov.uk/elland2020 accessed on 29/04/21)

	...service users?	Yes	<p>Data sources used include Census data from the Calderdale Council website (2019), long-term illness and disability data from Public Health England (2018), University of Exeter Outdoor Recreation data (2021) and data showing the Index of Multiple Deprivation from Consumer Data Research Centre (2019).</p> <p>Engagement with public and stakeholders was carried out in between May and July 2020, through the Your Voice digital engagement hub. Responses were also accepted via email or letter. See Elland Rail Station and Access Package Phase 2 Engagement Report (August 2020). It should be noted that the engagement event covered both the Elland Rail Station and Elland Access package. The Report shows that the Accessible Calderdale Disability Access Forum have been involved in the discussion process.</p> <p>References and links to the above sources:</p> <ul style="list-style-type: none"> • Calderdale Council (2019a), Elland Ward Demographic Information (sourced at https://reports.esd.org.uk/reports/shared?encryptedId=AEB4FCED1D4BC8BB3BF335FED1C46EA70D753ED57C57C8D2BCC4DCC5132CA94E7BC8B01512E9EF19F39B3C3F0EEA143AEE09717738F3C239ADB56B9F2C17C152 accessed on 29/04/21) • Calderdale Council (2019b), Greetland and Stainland Ward Demographic Information (sourced at https://reports.esd.org.uk/reports/shared?encryptedId=AEB4FCED1D4BC8BB3BF335FED1C46EA70D753ED57C57C8D2BCC4DCC5132CA94E53A429A0ABE71FF3C3FE4BF5D9CD1E0D13D7ABB3E1EAAFCB169C12D24EBAE962 accessed on 29/04/21) • Consumer Data Research Centre (2019), Index of Multiple Deprivation 2019 (sourced at https://maps.cdrc.ac.uk/#/geodemographics/imde2019/default/BTTTFPT/14/-1.8363/53.6911/ accessed on 29/04/21) • Public Health England (2018), Public Health data for Calderdale wards (sourced at https://www.localhealth.org.uk/#c=report&chapter=c07&report=r01&selgeo1=ward_2018.E05001373&selgeo2=eng.E92000001 accessed on 29/04/21) • University of Exeter (2021), Outdoor Recreation Valuation Tool (sourced at https://www.leep.exeter.ac.uk/orval/ accessed on 29/04/21) • West Yorkshire Combined Authority (2020) Elland Rail Station and Access Package Phase 2 (sourced at https://www.yourvoice.westyorks-ca.gov.uk/elland2020 accessed on 29/04/21)
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	...any protected characteristic groups?	Yes	<p>Data sources used include Census data from the Calderdale Council website (2019), long-term illness and disability data from Public Health England (2018), University of Exeter Outdoor Recreation data (2021) and data showing the Index of Multiple Deprivation from Consumer Data Research Centre (2019).</p> <p>Engagement with public and stakeholders was carried out in between May and July 2020, through the Your Voice digital engagement hub. Responses were also accepted via email or letter. See Elland Rail Station and Access Package Phase 2 Engagement Report (August 2020). It should be noted that the engagement event covered both the Elland Rail Station and Elland Access package. The Report shows that the Accessible Calderdale Disability Access Forum have been involved in the discussion process.</p> <p>References and links to the above sources:</p> <ul style="list-style-type: none"> • Calderdale Council (2019a), Elland Ward Demographic Information (sourced at https://reports.esd.org.uk/reports/shared?encryptedId=AEB4FCED1D4BC8BB3BF335FED1C46EA70D753ED57C57C8D2BCC4DCC5132CA94E7BC8B01512E9EF19F39B3C3F0EEA143AEE09717738F3C239ADB56B9F2C17C152 accessed on 29/04/21) • Calderdale Council (2019b), Greetland and Stainland Ward Demographic Information (sourced at https://reports.esd.org.uk/reports/shared?encryptedId=AEB4FCED1D4BC8BB3BF335FED1C46EA70D753ED57C57C8D2BCC4DCC5132CA94E53A429A0ABE71FF3C3FE4BF5D9CD1E0D13D7ABB3E1EAAFCB169C12D24EBAE962 accessed on 29/04/21) • Consumer Data Research Centre (2019), Index of Multiple Deprivation 2019 (sourced at https://maps.cdrc.ac.uk/#/geodemographics/imde2019/default/BTTTFPT/14/-1.8363/53.6911/ accessed on 29/04/21) • Public Health England (2018), Public Health data for Calderdale wards (sourced at https://www.localhealth.org.uk/#c=report&chapter=c07&report=r01&selgeo1=ward_2018.E05001373&selgeo2=eng.E92000001 accessed on 29/04/21) • University of Exeter (2021), Outdoor Recreation Valuation Tool (sourced at https://www.leep.exeter.ac.uk/orval/ accessed on 29/04/21) • West Yorkshire Combined Authority (2020) Elland Rail Station and Access Package Phase 2 (sourced at https://www.yourvoice.westyorks-ca.gov.uk/elland2020 accessed on 29/04/21)
	Please select from drop down	Please explain here	
Are you able to mitigate any potential negative impact of your proposal on the different groups of people outlined in section 2?	To Some Extent	<p>The main negative impacts are most likely to occur during construction through diversions/closures of existing pedestrian/cycle routes and/or noise and disruption for those who use the industrial area.</p> <p>Mitigation strategies could include:</p> <ul style="list-style-type: none"> • Designing out the need for diversions/temporary closures during construction where possible. • Limiting noise and disruption from construction works to those within the surrounding industrial area. • Minimising the impact of diversions/temporary closure by minimising diversion lengths and providing wide diversion routes where possible. • Ensuring there are multiple channels of communication so that as many stakeholders as possible (including the protected groups) are informed of the programme e.g. <ul style="list-style-type: none"> - advertising in a newspaper, local radio station or promoting on social media platforms; - providing local newsletters containing braille; and - placing information in local libraries and within the local tourist information centre. • Advanced notice of events/disruption should be given which will allow those in protected groups to plan in advance and make other arrangements. 	
Have you considered your <u>Public Sector Equality Duty</u> ?	To Some Extent	Scheme design will consider all users and has involved certain protected groups within the engagement process e.g. the Accessible Calderdale Disability Access Forum.	

Equality Impact Assessment

Project / Policy Name:	Elland Access Package	Date:	May-20
Officer responsible:		Department:	
Head of Service/Director:		Directorate:	

This is a live document and should be reviewed and updated through all the stages of planning, taking on board findings from any consultation /engagement and formulating evidence, right through to finalising the EIA.

Level of Completion

EIA Stage	Impact Score	Risk Score	Date Completed
Stage 1: Equality Screening Tool	12	14	06/05/2020

A full Equality Impact Assessment is not required if your proposal score is **positive** (0 or above) on **both impact and risk**, and you are confident that you have supporting evidence to support your conclusions.

In order to properly have due regard to the general equality duty aims, you must have sufficient evidence on which to base your consideration of the impact of the policy, project or decision.

Please ensure that you are confident that you have supporting evidence to support your conclusions

EIA Stage	Date Completed
Stage 2: Full Equality Impact Assessment	N/A

Approvals

This document requires submission for final approval from your **Head of Service**.

A signed copy should be placed in the project files and provided as an appendix to your strategic outline case/business .

Head of Service - name & signature	Date	Version	Date of next review

EIA Revision History

Summary of Changes	Date of Review	Version	Date of next review

Stage 1 Score

Impact	Risk
Based on scoring of Sections 1 & 2	Based on scoring of Sections 2 & 3
12	14
SCORE (calculated) Max = - / + 32	SCORE (calculated) Max risk = - / + 40

You have taken sufficient steps, you do not need to complete a Stage 2 Assessment. Please complete the 'approval sheet' and forward to your Head of Service and include as an appendix to your SOC.

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