

Record of Equality and Rights Impact Assessment

Part 1: Background and Information

(a) Background Details - Please list ERIA background details:

<p>ERIA Title and Summary Description</p>	<p>The Leith Programme</p> <p>The Leith Programme involves three main strands of work:</p> <ol style="list-style-type: none"> 1) Work to utilities apparatus, predominantly located in Constitution Street and in Leith Walk between McDonald Road junction and the Foot of the Walk; 2) The design, informed by consultation, and then delivery of road resurfacing, pavement resurfacing and some environmental improvements along the entire scheme area, and 3) Service improvements including waste management and street cleansing on the streets within the scheme area, and also in surrounding streets. <p>The Leith Programme covers an area from Picardy Place roundabout, down Leith Walk, and through Constitution Street to the old Dock Gates at the northern most end of Constitution St; including the roads, pavements and all junctions.</p> <p>The length of the scheme area is 2.2km.</p> <p>The project has grown in complexity as Phases approach the City Centre. This is due to a number of factors including:</p> <ul style="list-style-type: none"> <input type="checkbox"/> A more challenging design as a result of the planned installation of cycle lanes incorporated into the footways, <input type="checkbox"/> The need to fully 'tram-proof' the works to accommodate for the future potential of the extension of the tram line to Newhaven <input type="checkbox"/> The need to tie in the design of the Leith Programme works with the London Road signalized junction plans 			
Service Area	Division	Head of Service	Dates	Service Area Reference No.
Leith Programme	Environment	John Bury, Head of Planning and Transport	January 2013 to Dec 2015	N/A
Leith Programme and Tram	Place Directorate	Senior Responsible Officer: Rob Leech on behalf of CEC	10 Dec 2015 to present	N/A

(b) What is being impact assessed? Describe the different policies or services (ie. decisions, projects, programmes, policies, services, reviews, plans, functions or practices that relate to the Corporate ERIA Title):

Policies and Services	Date ERIA commenced / key activities undertaken
1. Development of a design, through public consultation, for an altered road, pavement and crossings layout on Constitution St, Leith Walk and Picardy Place	July 2012
2. Utilities work (involves disruption)	November 2012
3. Changes to local waste and task force service management	November 2012
4. Delivery of the design for an altered road, pavement and crossings layout on Constitution St, Leith Walk and Picardy Place	July 2012
5. Delivery of design concepts for Leith Programme including a tram extension	July 2014
6. Delivery of design concepts incorporating a segregated cycleway within the footpath area	March 2016

(c) ERIA Team - Please list all ERIA Team Members:

Name	Organisation / Service Area	Dates
1. Anna Herriman 4 3853	City Centre and Leith Neighbourhood	July 2012 to Feb 2016
2. Alan Dean 5 7519	City Centre and Leith Neighbourhood	July 2012 to Dec 2016
3. Michael Motion	Turner and Townsend on behalf of CEC	Dec 2016 to present

Part 2: Evidence and Impact Assessment

(a) Evidence Base – Please record the evidence used to support the ERIA. Any identified evidence gaps can be recorded at part 3(i). Please allocate an abbreviation for each piece of evidence.

Evidence	Abbreviation
Evidence gathered in 2012/13	
1. Demographic information from 2001 and 2011 census	Census Results
2. Online Survey results from The Leith Programme consultation	Survey Results
3. Feedback from local groups specifically representing people from protected characteristics on The Leith Programme.	Equalities Feedback
4. Focus Group report with responses and analysis	Focus Groups
5. Edinburgh People's Survey (robust in terms of samples)	EPS
6. Feedback from Stakeholder events in July 2012	July events
7. Feedback from Stakeholder event in December 2012	December events
8. Written submissions from stakeholder organisations	Stakeholder input
9. Results of community led consultation exercises on priorities for Leith Walk	Community Consultation
10. Leith Neighbourhood Partnership meeting of March 2012, and Leith NP input	Leith NP
11. Review of blue badge holder parking spaces in the area	Blue Badges
12. Review of places of worship and faith groups in the area	
13. Feedback from attendance at community events taking place throughout The Leith Programme timescale, including Leith Voluntary Organisations Together (VOLT) meeting, Leith Neighbourhood Partnership meetings, Leith Gala stall.	Community events
Evidence gathered in 2014	
14. Correspondence and specific meeting with Head Teacher, Pilrig Park Special School and Head Teacher, Lorne Primary on TRO process and design proposals for Phase 2; Crown Place to Pilrig Street - including proposal to change controlled crossing location. To identify any concerns, especially for Pilrig Park students, and any mitigators.	Immediately affected Schools
15. Online and face to face survey of Leith Residents on Foot of the Walk layout through Leith Neighbourhood Partnership, to determine layout / design priorities leading to improved community safety.	
16. Close working with Trade Waste pilot to achieve a coordinated approach to decluttering of streets, using information from that programme.	
17. Ongoing input from regular, monthly stakeholder meetings held in McDonald Road Library.	

Evidence gathered in 2015/16	
18. Meeting with Leith Central Community Council and New Town Broughton Community Council representatives to examine issues around introduction of segregated cycleway	
19. Joint meeting with Living Streets Edinburgh and Scotland to examine pedestrian issues around introduction of segregated cycleway	
20. Two meetings with the Access Panel to explore issues as part of the development of the design for the next phase, such as various possible construction details that could be used for the proposed segregated cycleways and how these might have to be varied locally eg. at bus stops, pedestrian crossing points.	
21. Meeting with representative from the Royal National Institute for the Blind (RNIB) to discuss segregated cycleway construction details	
22. Meeting with SPOKES to discuss issues such as junction design and side street priority, safety of cycling provision for less confident cyclists (often including women or children but not exclusively so).	

(b) Rights Impact Assessment – Summary - Please describe all the identified enhancements and infringements of rights against the following ten areas of rights. Please also consider issues of poverty and health inequality within each area of rights:

Life	Health	Physical Security	Legal Security	Education and Learning	Standard of Living	Productive and Valued Activities	Individual, Family and Social Life	Identity, Expression and Respect	Participation, Influence and Voice
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Summary of Enhancements of Rights
<p>Life: Safer streets for all people cycling including less confident cyclists and for pedestrians crossing side roads and main roads including those with any disability / impairment</p> <p>Health: Improved healthy and safe environment, people better able to make positive choices about their form of travel, and all spend more time in public space.</p> <p>Physical Security: People better able to go out and use public spaces safely and securely without fear.</p> <p>Standard of living: Better access to transport and public places; access green space; streets safe, clean and attractive, and clutter free streets.</p> <p>Participation, influence and voice: Have a say in decisions, strengthening local people’s input into how their area is managed and how Council resources are used. Door to door delivery to 13,500 households and businesses in surrounding area, of key letters advising of opportunities to comment on the programme, delivered on a much wider geography than necessary, are designed to maximize input from local community.</p> <p>Regular meetings with representatives of key stakeholders are held to ensure local citizen input is heard. These regular meetings are supported by a wider programme of face to face meetings and liaison with all business owners in the area.</p>

Summary of Infringement of Rights. Can these infringements be justified? Are they proportional?

DURING CONSTRUCTION

While the works are ongoing, there may be a temporary impact on Health, Physical Security and Standard of Living. The works are to be carefully managed to minimise any such impact, and an officer will be liaising between customers and contractors to deal with any particular issues as they arise. On completion of the works, it is envisaged that the enhancement of these rights more than mitigates against any temporary infringements.

Temporary bus stop locations may have a short term negative impact on people who are elderly, people who have a learning, sensory or mobility disability.

UNINTENDED IMPACTS FROM DESIGN ARISING FROM OFF ROAD CYCLE LANE PROVISION

Phase 4

Whilst every effort is made to achieve a design that meets the needs and introduces high standards of safety through design for all users, with particular emphasis on the hierarchy of user needs (pedestrians, cyclists, public transport users, commercial vehicle users and private vehicle users) there are areas of potential conflict between pedestrians and cyclists where the cycle lanes are segregated.

This may particularly be the case for those with a disability, sensory or mobility impairment, or the elderly / frail / very young. For that reason, two meetings have been held with Living Streets and with the Access panel, to identify mitigators and any lessons learnt from Phase 2 constructed area, and explore three potential options / layouts that could be used at areas of segregated cycleway, including at / near bus stops.

A meeting with Access Panel identified some impacts, hence a further meeting arranged, attended by two RNIB representatives.

Please indicate alongside each identified enhancement or infringement the relevant policy or service (see Section 1b) and relevant evidence (see Section 2a).

(c) Equality Impact Assessment – Summary - Please consider all the protected characteristics when answering questions 1, 2 and 3 below. Please also consider the issues of poverty and health inequality within each protected characteristic:

Age	Disability	Gender Identity	Marriage / Civil partnership	Pregnancy Maternity	Race	Religion/ Belief	Sex	Sexual Orientation
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1. Please describe all the positive and negative impacts on the duty to eliminate unlawful discrimination, harassment or victimisation. Please indicate alongside each identified impact the relevant policy or service (see Section 1b) and relevant evidence (see Section 2a).

Positive Impacts

- wide communications methods used, information provided in libraries and in public spaces

Negative Impacts

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2. Please describe all the positive and negative impacts on the duty to advance equality of opportunity (ie. by removing or minimising disadvantage, meeting the needs of particular groups that are different from the needs of others and encouraging participation in public life)? Please indicate alongside each identified impact the relevant policy or service (see Section 1 b) and relevant evidence (see Section 2 a).

Positive Impacts
<ul style="list-style-type: none"> ▪ Safer to walk children to schools and cross the road at various points (to Leith Primary School, Lorne Primary School, Pilrig Park School and Leith Walk Primary in particular, but also Leith Academy and Broughton High). ▪ Safer for people who rely on local shops, and on walking or taking the bus to shops to visit shops and cross roads to conduct every day / daily life tasks in the area ▪ Safer pavements for those who use mobility aids, and less trip hazards ▪ Better crossing facilities for those who can't walk too far to find a safe road crossing through an increase in crossing points. ▪ Broad consultation exercise to encourage participation in public life ▪ Ongoing engagement programme and wide communications to encourage participation in public life ▪ Environmental improvements will increase the perception of feeling safe amongst groups which are more likely to fear crime, or be the victim of crime ▪ Decluttering of streets will enhance mobility ▪ Meetings with Access Panel and representative from RNIB
Negative Impacts
<ul style="list-style-type: none"> ▪ Difficulty parking close to residential property or particular businesses during phases of utilities infrastructure work and road resurfacing and environmental improvements, mitigated by vastly improved area and improved parking enforcement afterwards. Also to be mitigated by careful notification to the public of any changes to traffic management arrangements or parking suspension. ▪ While tactile surfaces treatments will benefit some visually impaired users of the street by helping to clearly demarcate different areas, the lack of level changes may present issues for some or other visually impaired users. However, equally, introducing level changes, as a result of providing off road cycle lanes, may impact on those with mobility aids such as frail elderly, wheelchair users, those with walking aids, crutches, using pushchairs or Buggies.

3. Please describe all the positive and negative impacts on the duty to foster good relations (ie. by tackling prejudice and promoting understanding)? Please indicate alongside each identified impact the relevant policy or service (see Section 1 b) and relevant evidence (see Section 2 a).

Positive Impacts
<ul style="list-style-type: none"> ▪ Establishment of regular stakeholder meetings, sending out regular stakeholder emails and providing drop in opportunities where people of all backgrounds can have access to information that helps them understand the needs of other users of the scheme ▪ Meetings with Access Panel and representative from RNIB to inform of design options and gain feedback
Negative Impacts

Part 3: Evidence Gaps, Recommendations, Justifications and Sign Off

(i) **Evidence Gaps** - Please list all relevant evidence gaps and action to address identified gaps.

Evidence Gaps	Action to address gaps
<p>1. Little input to online survey from people with protected characteristics, as anticipated.</p>	<p>Robust consultation methodology developed to promote wide involvement and uptake, and provide a variety of ways to input: -</p> <p>Two emails and a hard copy letter sent to all known groups that work with people with protected characteristics in Leith or in Edinburgh, to encourage feedback from individuals and groups through either the online survey or through hard copy consultation packs, sent to each organisation.</p> <p>On street surveys conducted with local people in July 2012, to coincide with initial stakeholder engagement sessions held at McDonald Road Library, and again in January 2013.</p> <p>Stakeholder engagement drop in events held at McDonald Rd Library in July and again in December; both times offering a wide range of contact hours to suit as many people as possible.</p> <p>Hard copy surveys on preliminary design made widely available in both local community libraries and in the Newkirkgate Community Centre, with an incentive to participate. 2012</p> <p>Posters notifying people of the opportunity to get involved placed in local supermarkets.2012</p> <p>Recruitment to focus groups sought to involve those with protected characteristics 2012</p> <p>All focus group participants given small payment for participation. 2012</p> <p>Participation promoted through all local Neighbourhood Partnership, community and voluntary sector networks. 2012 onwards</p> <p>Groups representing those with protected characteristics given an extended period of time to formulate consultation responses.</p> <p>Provision of officer resource to communicate verbally / face to face with all affected businesses and groups in the area throughout the course of The Leith Programme.</p>
<p>2. Lower levels of input from people from lower socioeconomic background in the Leith area.</p>	<p>A series of initial on-street surveys carried out in July 2012, to coincide with first stakeholder events held at McDonald Road Library, and again in January 2012, specifically designed to target those who would not normally engage online, or come to a specific consultation event.</p> <p>Information on The Leith Programme placed in libraries and other key local access points. 2012, 2013, 2014, 2015, 2016</p> <p>All focus group participants were given small payment for their participation.</p>

	Information on The Leith Programme provided through a variety of channels including email networks, online networks, in hard copy through resident letters, notification in libraries and in supermarkets.
3. Views of those with disability including sensory or mobility.	Specific meetings with Access Panel made up of representatives to discuss specific design feature options, ahead of finalising design for segregated cycleway 2016.
4.ongoing dialogue with specific user groups can be difficult	Change to representatives in groups. Dealt with by establishment of wide email circulation list and regular email updates to all affected organisations, individuals who opt in to receive them, and businesses.
5.	

(ii) Recommendations

Please record SMART recommendations to (i) eliminate unlawful practice or infringements of absolute rights, (ii) justify identified infringements of rights or (iii) mitigate identified negative equality impacts.

Recommendation	Responsibility of (name required)	Timescale
1. Works programme designed to minimise disruption and maintain access for all	Rob Leech, administered by Transport Design and Delivery	This is ongoing during all phases of planning and construction.
2. Officer appointed to liaise between customers and contractors while the work is being carried out to help mitigate against any negative equality impacts.	Alan Dean Michael Motion	Up to Dec 2016 Dec 2016 and ongoing
3. Clear and relevant information provided to those affected by any access issues	Alan Dean Michael Motion	Up to Dec 2016 Dec 2016 and ongoing
4. Completion of works will see the entire area improved, with easier movement for all, enhanced public space, and safer, more frequent road crossings	Rob Leech, administered by Transport Design and Delivery	Assess previous areas in 2016
5. Project Team to evidence liaison with specific equalities and user groups in developing off road cycle way	Andrew Easson	2016
6. Provide information on design options to specific equalities and user groups in developing off road cycle way	Andrew Easson	2016
7. Additional design sessions to explore feedback from specific equalities and user groups and develop design approach to mitigate impact of	Andrew Easson	2016

8. Feedback to specific user groups on final design approach being taken.	Andrew Easson	2016
9. Provide appropriate communications and behavior change awareness raising activities in relation to new cycleway	Michael Motion	2016 and ongoing
10. Explore options for full year of monitoring at new cycleway at bus stop near Albert St, southbound (east side), for review and learning by project design team.	Michael Motion and CEC	2016 and ongoing

(iii) Sign Off

I, the undersigned, am content that: (i) the ERIA record represents a thorough and proportionate ERIA analysis based on a sound evidence base, (ii) the ERIA analysis gives no indication of unlawful practice or violation of absolute rights, (iii) the ERIA recommendations are proportionate and will be delivered, (iv) the results of the ERIA process have informed officer or member decision making, (v) that the record of ERIA has been published on the Council's website / intranet or (vi) that the ERIA record has been reviewed and re-published.

Date	Sign Off (print name and position)	Reason for Sign Off (please indicate which reason/s from list (i) to (vi) above)
The Leith Programme is a long term project and therefore the ERIA will be checked and updated prior to key points in programme development.		
Nov 12	ANNA HERRIMAN Partnership and Information Manager, City Centre and Leith.	i, ii, iii, iv
April 14	ANNA HERRIMAN Partnership and Information Manager, City Centre and Leith.	i, ii, iii, iv
July 16	MICHAEL MOTION Turner and Townsend Project Manager on behalf of CEC	i, ii, iii, iv
Jan 18	ROB LEECH Project Director	v
Jan 18	MICHAEL THAIN Head of Service	v