

MID SUSSEX DISTRICT COUNCIL

Equality Impact Assessment

Title of Policy/Service/Contract: Place and Connectivity Programme (part of the Burgess Hill Growth Programme being delivered in partnership with West Sussex County Council)

Division: Planning Policy and Economic Development

Lead Officer: Nathan Spilsted

Date Assessment completed: May 2020

1. SCOPING

1.1 What are the aims of the policy, service/service change or contract?

The Place and Connectivity Programme seeks to deliver accessibility and connectivity and public space improvements to:

- Burgess Hill Railway Station area;
- Wivelsfield Railway Station area;
- The Triangle Leisure Centre;
- Burgess Hill Town Centre – Church Road/ Church Walk;
- Victoria Business Park;
- Town Centre – Western Gateway;
- Burgess Hill to Haywards Heath Greenways;
- Townwide Green links to key destinations;
- Bus Infrastructure – improved bus stops with live information displays;
- Electric Vehicle Charging Points;
- Bike Share and cycle parking;
- Wayfinding to key destinations;
- Northern Arc Links (on and off site); and
- A2300 corridor - sustainable transport improvements

The Programme will be delivered over several phases.

This Equality Impact Assessment (EqIA) also includes consideration of public engagement on the Programme. The results of this Assessment are used to inform a Community Involvement Plan. This details how and when public engagement with stakeholders is undertaken. Because of the current Covid-19 pandemic, this may generate specific needs.

The aim of the public engagement exercise is to give stakeholders the opportunity to comment on the Programme with the objective to move onto prompt delivery of these schemes following this. The schemes subject to public engagement are as follows:

- Burgess Hill Railway Station area;
- Wivelsfield Railway Station area;
- The Triangle Leisure Centre area;
- Town Centre - Western Gateway;
- Burgess Hill to Haywards Heath Greenways;
- Townwide Green links (Phase 1 and proposed later phase improvements);
- Cycle parking (Phase 1); and
- Bus infrastructure improvements (bus stops and real time passenger information).
- Burgess Hill Town Centre – Church Road/ Church Walk; and
- Victoria Business Park.

It is proposed to update the Equalities Assessment, and associated documents, as the Programme progresses.

1.2 Who does the service/policy/contract affect? Who are the main customers (internal or external)?

The Place and Connectivity Programme offers a wide range of improvement measures which will affect anyone who lives, works or visits the proposed scheme locations and the landowners of these sites.

The main 'customers' of the Place and Connectivity Programme are (but not limited to):

- Members of the public;
- District, County, Town and Parish Councillors;
- 'Statutory Organisations' such as adjoining local planning authorities, service providers and government agencies such as the Environment Agency, Historic England and Natural England;
- Organisations, groups, individuals or representative groups that may have an interest in the Place and Connectivity Programme. These include residents' associations, housing associations, schools, business/ retail groups and associations, emergency services, environmental groups, age related groups, accessibility groups, equestrian and other transport groups;
- Representatives of those groups highlighted as requiring targeted consultation by this EqIA to address the needs of: those for whom English is a second language; men and women (pregnancy/maternity/paternity/personal safety); disabled people; older people and those disadvantaged by socio-economic factors;
- Internal customers (to MSDC/WSCC):- service areas that are involved with the aspects that the Programme will impact upon – for instance asset management, estates and parks and open spaces.

1.3 What equality information is available, including any evidence from engagement and analysis of use of services?

The town of Burgess Hill is located on the edge of the South Downs National Park, close to the East Sussex border. The current population of Burgess Hill is estimated around 30,600 but that it has the potential to increase to at least 45,000 over the next 15 years.

According to Census 2011 (latest available data):

- Mid Sussex as a whole, has a population which is both older than the national average, but younger than the West Sussex average.
- There are more females (76,752 or 51.3%) compared to males (72,964 or 48.7%) in Mid Sussex.
- Ethnicity data from Mid Sussex estimates there is a slightly higher than West Sussex and South East average of White British people (93.6% compared to 93.5% and 91.3% respectively within the district.
- The Mid Sussex District Council Equality and Diversity Progress Report (2018) suggests 14.2% of households in Mid Sussex contained at least one person with a long-term illness, health problem or disability which limits their daily activities. In addition, population projections to 2030, taken alongside Health Study information, suggest there will be an increase in the number of people aged 65+ with a disability in Mid Sussex. The Census suggested around 18.1% of Mid Sussex population were aged over 65 in 2011, and the Office for National Statistics predicts an increase to 21.2% by 2021.

When compared with the West Sussex average there are issues of affordability, especially for young people and first-time buyers. Just over 73% of household tenures are owner occupied, with almost 9% being private rented and almost 11% social rented.

Mid Sussex residents are highly educated (around 46.6% of 16-64 attaining a degree or equivalent), and there is a high proportion of economically active residents, of whom a larger proportion than average are in management, senior official, professional/technical roles.

1.4 What does this information tell us about the equality issues associated with the service and implications for the protected groups?

The Place and Connectivity Programme is not expected to have any negative impacts on people due to any protected characteristics under the Equalities Act (2010). The Programme will provide improved public spaces and enhanced mobility corridors designed to better link key development and destinations within and around Burgess Hill and provided improved connectivity and be available to all for equal use.

This will have a positive impact on non-motorised users and the disabled who will be afforded better access to services without necessarily having to use vehicular transport. In addition to these transport benefits, the scheme will have wider economic, social and health benefits.

Public engagement on the Programme will be conducted entirely on-line due to the current Covid-19 pandemic. In some instances, there could be negative implications regarding the ability to participate and respond to the engagement. This could refer to, for instance, older members of the population due to potential reduced access to online services from home. Methods to improve inclusion for these groups are explored in Section 2.

1.5 Are contractors or partnerships used to deliver the service?

Yes (for Mid Sussex led schemes only at this stage).

WSCC have appointed consultants WSP through the WSCC Professional Services Framework to progress design and procurement. All contractor activity will be procured through the Authority's existing contractor frameworks.

Identify the contractors/partnerships used to deliver the service.

Contractors Balfour Beatty procured via the Scape Civil Engineering Framework to support the Mid Sussex led schemes.

Consultants WSP procured through the WSCC Professional Services Framework to support West Sussex led schemes through design and procurement. Procurement for WSCC led schemes will be through the Authority's existing contractor frameworks.

What is their contribution to equality in service delivery and the promotion of equality?

These Local Authority Frameworks set the social value requirements for contracts and projects and generates social value by stipulating and regulating supplier behaviour through procurement and thought leadership.

Scape has four main areas of impact where social value has significant influence:

- In setting objectives for delivery (in procurement or for delivery of programmes and projects);
- In the specification of services; both those delivered directly and through procurement; ensuring social value outcomes influence the choices of materials, methods, and resourcing for every project;

- In performance management activity as services are delivered, ensuring social value measures are consistently captured and that the data is used pro-actively as projects are delivered; and
- In reporting progress and celebrating success; ensuring our clients are notified and satisfied and the communities who benefit can recognise what has been achieved

How are equality issues addressed through contractual arrangements and service level agreements?

Data is captured on key principles via Key Performance Indicators to measure positive and meaningful social value. Scape adopts a TOMs-based (Themes, Outcomes, Measures) approach to social value, in partnership with the Social Value Portal.

2. Assessment of Impact; Analysis and Action Planning

Any gaps in information or provision, opportunities to promote equalities and good relations identified above need to be translated into SMART actions and recorded here. These actions need to be delivered and monitored through the service planning process.

Opportunity to promote equality, good relations and/or address barriers to service/differential impact	Current action taken to address these	Further actions required and timescales	Lead Officer	How will impact be measured
The needs of different ethnic groups including white minorities, but also established white communities				
<p>Programme: It is not considered that there are any specific requirements for these groups.</p> <p>Engagement: Potential barriers may exist for those for whom English is a second language.</p>	<p>Engagement: The Council assist with translation where possible. Documents aim to be written in plain English. Where 'jargon' is used, it is explained in the clearest possible terms</p>		Nathan Spilsted	<p>Engagement: The level of engagement with this group will be monitored.</p>
The needs of men and women. Including taking account of pregnancy and maternity.				
<p>Programme: Ensure the needs of those with push chairs/ buggies, mobility requirements and personal safety are incorporated into scheme design.</p> <p>Engagement: It is not considered that there are any specific requirements for these groups</p>	<p>Programme: Ensure the needs of those with push chairs/ buggies, mobility issues and personal safety is incorporated into scheme design.</p>	<p>Ensure appropriate design changes made in line with feedback</p>	Nathan Spilsted	<p>Programme: Appropriate design changes made in line with feedback</p>
The needs of disabled people				
<p>Programme: Ensure the needs of disabled people are incorporated into scheme design for instance for those with sight related or mobility issues.</p> <p>Engagement: Potential barriers may exist for participation in engagement on the Programme.</p>	<p>Programme: Ensure the needs of disabled people are incorporated into scheme design. Relevant highway design standards (including Road Safety Audits) and cycle design guidance are applied to highway schemes to ensure that the highway design provides features to ensure those with a disability, particularly sight related or with mobility issues, can safely use the facilities.</p> <p>Engagement: <ul style="list-style-type: none"> • Documentation and means of response to public consultation are made available </p>	<p>Ensure appropriate design changes made in line with feedback</p>	Nathan Spilsted	<p>Programme: Appropriate design changes made in line with feedback</p> <p>Engagement: The level of engagement with this group will be monitored.</p>

	<p>on-line and in hard copy at request to the Council.</p> <ul style="list-style-type: none"> • Website material is equipped with 'browse aloud' for those with visual impairments. • Consideration given to font size and design layout. • Officers are available to explain matters over the telephone and via e-mail. 			
The needs of people with a religion or belief				
It is not considered that there are any specific requirements for these groups.				
The needs of gay men, lesbians, bisexuals and heterosexual people				
It is not considered that there are any specific requirements for these groups.				
Issues from marriage and civil partnership				
It is not considered that there are any specific requirements for these groups.				
The needs of different age groups, for example older and younger people				
<p>Programme: Ensure the needs of older people are incorporated into scheme design for instance for those with mobility issues.</p> <p>Engagement: Potential barriers may exist for older people who have limited access of inexperience in accessing an online only engagement.</p>	<p>Programme: Ensure the needs of older people are incorporated into scheme design. Relevant highway design standards (including Road Safety Audits) and cycle design guidance are applied to highway schemes to ensure that the highway design provides features to ensure those, for instance with mobility or sight related issues, can safely use the facilities.</p> <p>Engagement: <ul style="list-style-type: none"> • Documentation and means of response to public consultation are made available on-line and in hard copy at request to the Council; • Website material is equipped with 'browse aloud' for those with visual impairments; • Consideration given to font size and design layout; • Officers are available to explain matters over the telephone and via e-mail. </p>	<p>Ensure appropriate design changes made in line with feedback</p>	<p>Nathan Spilsted</p>	<p>Programme: Appropriate design changes made in line with feedback</p> <p>Engagement: The level of engagement with this group will be monitored.</p>

The needs of transgender communities				
It is not considered that there are any specific requirements for these groups.				
The needs of people who are disadvantaged by socio-economic factors such as low incomes, skill or living in a deprived area				
<p>Programme: It is not considered that there are any specific requirements for these groups.</p> <p>Engagement: Potential barriers may exist for those with low literacy skills and a lack of access to on-line documentation amongst the population engaging.</p>	<p>Engagement: Documentation and means of response to public consultation are made available on-line and in hard copy at request to the Council;</p> <p>Officers are available to explain matters over the telephone and via e-mail;</p> <p>Website material is equipped with 'browse aloud' as an aid to those with low literacy skills.</p>		Nathan Spilsted	<p>Engagement: The level of engagement with this group will be monitored.</p>
The needs of people who live in a rural area				
It is not considered that there are any specific requirements for these groups.				

3. Mid Sussex District Council Equality Impact Assessment Summary

Key findings	Future Actions
While there are no expected negatives of the Place and Connectivity Programme on the groups noted above as these groups are considered in scheme design to the appropriate design standard, there are some potential barriers that could become apparent during the online-only public engagement. This engagement exercise will need to ensure that the engagement methods are accessible to all those groups noted in section 2. This will enable a fair and inclusive engagement into schemes which aim to provide improved facilities and infrastructure.	<p>Targeted promotion of engagement exercise, liaison with representative organisations and monitoring of engagement.</p> <p>Development of the Programme will require further consultation and updates made to this document and any associated documentation.</p>

4. Signing off this assessment and action plan

Signature ...Nathan Spilsted..... Date ...30/04/2020.....
 Person undertaking the assessment

Signature ...Sally Blomfield..... Date ...01/05/2020.....
 Head of Service