

Equality Impact Assessment for projects

Name of the project: Jubilee Square

Date of assessment:

Start date	Completion date
23 -01 -2013	_ _ - _ _ - _ _ _ _

Lead officer and Contact details	Project manager) Tel: 0116 252 Email: @leicester.gov.uk
List of other(s) involved	<ul style="list-style-type: none"> – Disabled Persons Access Officer – Development Team Leader – Design Engineer – LDA Deisgn Engineer

Step 1: Planning stage

Question 1: Description of the project

a. What is the aim of the project?
<p>To improve pedestrian links in order to reconnect Leicester’s heritage to the city centre and other key locations in the near vicinity such as De Montfort University, Wygston’s House, Jewry Wall Museum, Castle Garden, St Mary Decastro Church The Guildhall, and St Martins Cathedral Church.</p> <p>To create a new civic square (Jubilee Square) at the centre of these new pedestrian links will provide a new area of public open space, centred on St Nicholas’ Place.</p>
b. Who will the project affect? Service users
c. How will they likely be affected?
<p>The improved pedestrian links and creation of a new square will transform an unattractive area of highway, and surface car cark into an area of high quality public gardens which will have seating and café areas for public enjoyment. It will enable the historic Wygston’s House to have an open frontage to the new square. It will result in economic growth from increased activity and spend from visitors and shoppers attracted to the city.</p>

Question 2: Service user needs or issues based on their protected characteristic

If service users are affected, what are the main service needs and/or issues based on individual’s protected characteristics that you need to take into account when planning this project?	
	Service needs and/or issues by protected characteristic
Age	Mobility
Disability	Mobility

Gender reassignment	
Pregnancy and maternity	Mobility
Race	
Religion or belief	Access
Sex (gender)	
Sexual orientation	

Question 3: Likely equality impacts of your proposal on service users

For the proposal(s) you have developed, what is the likely equality impact on service users because of their protected characteristic?				
	No impact ¹	Positive impact ²	Negative impact ³	Impact not known ⁴
Age		Improved mobility		
Disability		Improved mobility	Concern about elements of design	
Gender reassignment	No impact			
Pregnancy and maternity		Improved mobility		
Race	No impact			
Religion or belief		Improved access to places of worship		
Sex (gender)	No impact			
Sexual orientation	No impact			

Question 4: Description of equality impacts on service users

a. For those likely to receive a positive impact, describe the likely positive impact for each group sharing a protected characteristic. How many people are likely to be affected?

Age: With an aging population there are more elderly people with mobility problems who will benefit from improved access as a result of the project. These include: controlled crossings, tactile paving, visual and audio guidance, removal of step (between carriageway and footway), provision of seating areas, shading from trees, and access to bus stops.

Disability: The positive impacts for disabled people include: controlled crossings, tactile paving, visual and audio guidance, removal of steps (between carriageway and footway), provision of seating areas, shading from trees and access to bus stops. New disabled parking places will be provided in an area adjacent to the square.

Pregnancy and maternity: Pregnant woman may have less capacity to walk great distances and will benefit from the provision of seating areas to rest and trees to provide shading. Men and women with children in pushchairs will benefit from improved mobility as described for age and disability groups above.

¹ The proposal has no impact (positive or negative) on the group sharing a protected characteristic.

² The proposal addresses an existing inequality experienced by the group sharing a protected characteristic (related to employment, provision of services or facilities).

³ The proposal disadvantages one or more of the group sharing a protected characteristic.

⁴ There is insufficient information available to identify if the group sharing a protected characteristic will be affected by the proposal.

Religion or belief: There will be improved pedestrian and public transport access to places of worship such as St Martins Cathedral and St Mary Decastro Church.

b. For those likely to receive a negative impact, describe the likely negative impact for each group sharing a protected characteristic. How many people are likely to be affected?

Disability: the following possible negative impacts are based on discussions with disability groups and collated by Leicester City Council's Access Officer:

Surfaces –

Porphyry blocks: real concern the jointing will result in quite uneven surfaces, especially for wheelchair and mobility cane users. A visit to the nearest example (in Salford) is needed. On the basis of photographs and the sample of smaller setts we have, a smoother material along main routes should be considered, which would also aid guidance for visual impaired people.

Additional guidance and contrast will also be needed: formal guidance (if needed) to DfT spec) and/or informal guidance in porphyry/ "Cank St black/ bound gravel – depending on surrounding materials. NB. there remains a strong case for providing some sort of guidance between the Highcross and the diagonal path towards City Block.

Identify landings, intersections and gradient changes along the gravel paths with change of material.

Adjacent premises: survey entrances for scope for new paving levelling thresholds.

Lawn edges: paved area around the lawns needed so that wheelchair users can join others who may be sitting on the ha-ha walls.

St. Nicholas Place north

Unrestricted vehicle route (north side of the site): should be a defined carriageway, (albeit with suitable traffic calming

Furniture and planters: v hazardous clutter along edge of carriageway, particularly for visually impaired people (guide dog users) and children. Also does nothing for the "seamless" space desired.

Northern pavement: keep clear of additional street furniture etc, as very busy pedestrian route between High Street and the St. Nick's pedestrian crossing, and street cafes will need to be allowed for.

Layout –

Path widths: 3 metres (not including seat/ edgings) absolute minimum still not achieved throughout. Southern end of north-south tapered path is particularly narrow (and tapering will emphasise this as a problem). 4metres width along diagonal route is achieved.

Blue badge parking area and Shopmobility drop off/ pick up (part of Applegate scheme): positive pedestrian link through to/ from the St. Nicholas circle bus stops. Why is a narrow gated entrance still shown?

The High Cross: move slightly to the south to allow circulation and sitting around it, clear of the adjacent vehicle route. It will also reduce cross's vulnerability to collisions. Design surrounding surfaces as part of clear route through between High Street & St. Nick's circle.

Level changes –

Ha-Ha design: back of seat/ coping must be clearly identifiable by a up-stand, and clear visual contrast from the adjacent path. Should really be subject to a risk assessment (in relation to possible litigation). Very careful design of the Ha-ha “returns” needed, particularly as they become flush with the lawns.

Steps: very careful detailing needed, including hand rails, tactiles (shown incorrectly on current drawings), highlighted nosings and “feathered” ends, and avoiding of single steps. Basic information needs to be right at this stage (e.g. location of hand rails and tactile paving).

Ramp to rear of Wygston's house: careful detailing needed to current standards.

Furniture and other features –

Clear visual contrast needed– darker tones with banding where necessary.

Logical furniture arrangements needed (eg. not the random seats shown).

Set back from gravel paths within edgings and walls, wherever possible

Accessible seats and seating areas needed – including towards east side of the site (away from the ring road traffic). More trees also needed in these areas (lack of shade in the city centre being a common hot weather complaint).

Cycle stands – agree location away from northern pavement to keep this clear. Orientate parallel / at angle to adjacent routes (rather than at right angles). Include contrasting pads of paving underneath, 600mm out from stands.

Bollards: design in from the start - don't assume they won't be needed to control vehicle access (lessons learnt from previous schemes).

Bus stops: existing ones to be relocated. Consider scope to improve accessibility (e.g. height of information). Park and Ride stops to be “down-stream” (i.e. south) of the others - so that waiting buses don't block people's view.

c. How can these negative impacts be reduced or removed?

- There has been continued dialogue between the project design team and disability groups (via LCC Disabled Persons Access Officer). Where viable the negative impacts have been removed or reduced in the design process as described below. Where this has not viable the issue or impact will be monitored and reassessed at a later date.
- Porphyry blocks – concerns relating to the jointing resulting in uneven surfaces, especially for wheelchair and mobility cane users have been addressed, by the use of flush jointing, on the Applegate project. This will be transferred to the Jubilee Square project. A manual wheelchair trial on Applegate has demonstrated that the blocks are suitable for wheelchair users and should not be a problem.

- Additional guidance and contrast has been provided throughout the project. Most notably on
- St Nicholas Place where 600mm corduroy tactile paving and black granite channels have been provided. Blister paving has been provided on the crossing point on St Nicholas Place at its junction with High Street and provides tactile and visual contrast.
- Visual and tactile contrast has been provided at lawn edges.
- Street furniture and planters highlighted as hazardous clutter along edge of carriageway, particularly for visually impaired people (guide dog users) and children has been reduced on the northern side and removed from the southern side of St Nicholas Place.
- To replace the disabled parking places displaced as a result of the project alternative places have been provided on Clarey's Close.
- The Highcross monument has been moved slightly to the south to allow circulation and sitting around it, and is now clear of the adjacent vehicle route.
- Visual and tactile contrast has been provided at the seating areas adjacent to the lawned areas.
- The steps on the northwest corner of the square have been redesigned to provide visual contrast .
- Bus stop design and locations on St Nicholas Circle have been improved in terms of accessibility (e.g. height of information). Park and Ride stops have been located "down-stream" (i.e. south) of the others - so that waiting buses don't block people's view.

d. What data/information/analysis have you used to inform your equality impact findings?

Classified count dated Tuesday 16 March 2013

Peacock lane (between A594 and New Street) peds: 1110, cycles: 70

St Nicholas Place (Vaughan Way and Highcross Street) peds: 4005, cycles: 145

Question 5: Supplementary information

a. Does the project aim to achieve any specific equality outcomes? If yes, describe what those outcomes are?

Increase in the number of pedestrians using St Nicholas Place and Peacock Lane – a percentage of which will be over 60, disabled or pregnant.

b. How well does the project take into account the changing demographic profile of the city and the needs of new/emerging communities? What assumptions about potential customer changes are you including within your plan?

Question 6: Equality impacts on staff

a. Does the project change the 'ways of working' of staff⁵ from current practice? How?
b. Are there any potential equality impacts on staff? If yes, describe any positive or negative impacts and which staff are affected?
c. For any negative equality impact on staff, what action can be taken to reduce or remove them?

Date completed

Step 2: Delivery stage

Question 1: Project outcomes

Are the project outcomes the same as you anticipate above? Yes <input type="checkbox"/> No <input type="checkbox"/>
a. If not, what has changed? How will this affect service users and/or staff?
b. What are the equality implications of these changes? Identify the likely positive and negative impacts of the project and the protected characteristic affected – for service users or for staff.
c. How can any negative impacts be reduced or removed?

Question 2: EIA actions

Are there any actions⁶ required as a result of this EIA? Yes No

If yes, complete the action plan on the next page.

Date completed

This EIA has been completed by:

Project manager (signature)	
Date	

⁵ For example, the hours required – has flexibility been reduced that could have an impact on carers? Are all access needs to premises and facilities met for all staff, particularly those with disabilities? In terms of using equipment, are all staff able to do so? Have all 'reasonable adjustments' for disabled staff been met?

⁶ Actions could include improving equality information collected or identifying the actions required to mitigate adverse impacts identified in the EIA.

The EIA has been signed off by the Equality Officer:

Equality officer (signature)	
Date	

This EIA has been signed off by the Division Director:

Divisional Director (signature)	
Date	

EIA Action Plan

Please list all the equality objectives, actions and targets that result from the Equality Impact Assessment. These should be included in the relevant service plan for performance management purposes.

Equality Objective	Action required	Target	Officer responsible	By when?
To know equality profile of pedestrians using the new square area (before and after).	Collect monitoring data on disabled users (currently not being provided)	To have data for first performance review	manager –Project	Start collection of data in April 2013
To ensure new porphyry paving provides a smooth surface for the elderly, disabled and pregnant.	Focus on design, specification and quality control when laying porphyry.	To get positive feedback from service users.	manager – Project	Post project review summer 2014
To provide minimum path widths of 3.0 metres.	Re-design paths to ensure minimum path widths are provided.	All paths widths to be 3.0 metres wide.	– LDA project engineer	Before tender documents are issued - March 2013
To ensure shared space is safe for all users	Focus on design and specification for defined carriageway, street furniture and trees.	Agree design with service user groups.	– Programme Manager	Before contract is issued – May 2013

What to do next?

If this EIA has identified any issues that need to be addressed (such as plugging a data gap, or carrying out a specific action that reduces or removes any negative impacts identified), complete the attached EIA Action Plan to set out what action is required, who will carry it out, and when it will be carried out/completed.

Once your EIA has been completed, (signed by the equalities officer **and countersigned by your Director**) the equality officer will work with you to monitor this action plan.

Officers to contact:

Corporate Resources and Support:

Children's Services:

Adult Social Care, Health & Housing:

City Development & Neighbourhoods: