

## EqIA Stage 2 Guidance & Template

Having established in the Stage 1 analysis that your scheme is relevant to equality, diversity and inclusion issues, Stage 2 of the EqIA allows you to undertake a more in-depth analysis of the impact on those with Protected Characteristics. Where these impacts are negative, it allows the opportunity to amend the scheme to mitigate these. Where the impact is positive, it allows you to identify the most pro-active ways to further our duties.

<b>Points to consider</b>
What relevant equality information do I have available and where can I get this from?
Who can support me/am I relying on to gather data?
Does my data display a blend of quantitative and qualitative evidence?
Can I use data from national and/or local research reports, the Census, ward profiles, customer profile or feedback data, complaints, recommendations from inspections/audits etc?
What previous data collection/research/engagement exercises can I draw on?
Have I gathered as thorough a body of relevant evidence as possible?
Do I have any gaps in my data and what can I do to fill these?
Will a desk-top research exercise fill the gaps?
Will a focused engagement process fill the gaps?

### **Reminder:**

If you have gaps in your information that can't be easily filled, consider what longer term measures you will take to fill these gaps. Ensure that actions to achieve this are referenced in the EqIA action plan.

## Analysing the equality information

- Using the evidence that you have gathered, you should now be able to interrogate it to answer the question, “If I take action X, what will the actual or potential outcomes of this activity be on equality?”
- It is important that your EqIA specifically identifies disproportionate impacts on equality; an impact that affects all customers in the same way, regardless of whether they have a protected characteristic or not, would not be a disproportionate impact. The test is, “**Does this scheme affect different groups of people differently?**”
- Where your EqIA identifies a disproportionate impact, it will be important for you to state the nature of this impact and identify any actions to be taken in response; this might mean adjusting some aspects of the scheme or could involve signposting to other services.

<b>Following your analysis, your EqIA will be able to identify</b>
Which characteristics will be impacted and how, including an analysis of cumulative/cross-characteristic impacts where applicable,
Which aims of the equality duty relate to your scheme and how they are affected
How any disproportionate impacts can be mitigated as required

<b>Documenting your conclusions</b>
The conclusions of your analysis should be recorded on the EqIA. Be aware that this document will be published and so it should:
Provide the context and detail of your scheme clearly, in a way that a member of the public can relate to
Demonstrate your point clearly, evidencing how the data was analysed and what it told you
Where actions have arisen from your EqIA, ensure that these are recorded on the EqIA Action Plan, or that you indicate which other action plan if elsewhere.

## **Monitor and evaluate**

It is important to monitor the impacts that your EqlA has highlighted and to evaluate whether the actions in your EqlA Action Plan have been implemented and are effective. Where actions have not been effective, they should be revisited and revised accordingly.

It is recommended that your EqlA review takes place 12 months after the scheme that was originally being assessed has become implemented. Your EqlA Action Plan should timetable this review in.

Stage 2 – Equality Impact Assessment

<b>Project/Policy Name:</b>		<b>Date:</b>	
<b>Officer responsible:</b>	Mohammed Shah	<b>Department:</b>	<b>Major Projects</b>
<b>Date Stage 1 completed:</b>	31 <sup>st</sup> January 2023 Revised June 2023	<b>Date Stage 2 commenced:</b>	<b>1<sup>st</sup> February 2023</b>
<b>Head of Service:</b>	Jess Thompson	<b>Directorate:</b>	<b>Regeneration and Strategy</b>

## 1. About your scheme

<p>Briefly describe the key delivery objectives of the scheme being assessed</p>	<p>The Halifax town centre scheme is the second phase of the A629 corridor programme that links Halifax and Huddersfield. The A629 corridor programme has been jointly developed in partnership between Calderdale Metropolitan Borough Council (CMBC) and Kirklees Metropolitan Borough Council (KMBC) and will include highway capacity and operational improvements, investment in public transport, improvements to strategic accessibility and public realm within Halifax town centre to deliver regeneration and growth aspirations.</p> <p>Phase 2 will improve pedestrian and cycle access into and around the town centre area by addressing severance, re-routing of traffic (on the eastern side of the central area) and capitalising on placemaking opportunities through pedestrianisation and the creation of public spaces. In addition to the active mode enhancements, a revised bus network around the town centre will be implemented to provide greater coverage and more buses will be provided to better connect the railway and bus stations.</p> <p>This scheme will also play a role in addressing the climate emergency on a local scale for Halifax, through increased quality and facilities for active mode users, as well as improving the bus network around the town centre and increasing the number of electric vehicle (EV) charging points. Combined with the active travel and bus network these changes and interventions will, encourage residents to choose lower carbon travel options. There is a proposed decrease in car park provision across the town centre which, when combined with the improvements made across all other modes of transport, will improve the sense of place in Halifax and encourage modal shift.</p>
<p>What are the desired outcomes from this scheme?</p>	<p>Once completed, the scheme will:</p> <ul style="list-style-type: none"> <li>• Encourage development and inward investment within the town;</li> <li>• Provide enhanced pedestrian crossing facilities (better aligned with desire lines) and reduce through traffic levels on Square Road/Winding Road and provide better connections between the town centre core, the wider town centre and adjacent communities;</li> <li>• Deliver enhanced cycling facilities in central Halifax, with designated cycle crossings, on highway non-segregated and on highway segregated cycle facilities and cycle parking;</li> </ul>

	<ul style="list-style-type: none"> <li>• Deliver a step change in the quality of arrival within Halifax, through the creation of gateways into the town;</li> <li>• Create a better pedestrian environment within the town centre through improved public spaces;</li> <li>• Re-distribute disabled (blue badge) parking provision across the town centre with a net increase of two bays;</li> <li>• Improve bus-rail interchange, through the creation of the Eastern Gateway and introduction of new bus stops.;</li> <li>• Improve non-motorised access to the railway station, key employment and leisure sites;</li> <li>• Provide greater bus coverage around the town centre;</li> <li>• Provide smart signalling throughout the town;</li> <li>• Improve connectivity between the Bus Station and the Railway Station, through the revised town centre bus network and public realm enhancements. These schemes provide inter-compatibility and complement each other.</li> <li>• Be compatible with, complement and be a catalyst for the Eureka!'s aspirations, connecting into Phase 2 through an interactive route between the Eastern Gateway and Eureka!.</li> </ul>
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**2. About the people and communities who use the scheme**

<b>Do you currently have existing data, completed consultations and engagements about the scheme in relation to each protected characteristic?</b>			
	<p><b>If Yes</b>, what information has been analysed to inform the content of this EqIA?</p> <p>Please include details of any data compiled by the service, any</p>	<p><b>If No</b>, please explain why this is the case and / or note how you will prioritise gathering this equality data – who will you consult with and how?</p>	<p><b>How did you/are you planning to consult them?</b></p> <p><b>Date and method of planned consultation</b></p>

	research that has been undertaken, any engagement that was carried out etc.		
Age	Demographic profile data Literature review		
Disability	Demographic profile data Literature review Stakeholder engagement with visually impaired and wheelchair user groups		<p>Disability Partnership Calderdale (DPC) has been engaged from the early design stage with the first meeting taking place in January 2017 and a further four meetings in 2017. Update meetings and emails took place in 2018 and 2019 to keep the group informed and help shape proposals.</p> <p>Accessible Calderdale Disability Access Forum (ACDAF) where engaged from their formation in early 2019</p> <p>These groups together with Wheelchair Enabling Society (WES) and Halifax Society for the Blind were engaged again at the pre-planning stage in 2019.</p>

Gender reassignment	Demographic profile data Literature review		
Race	Demographic profile data Literature review		
Religion or belief (or lack of)	Demographic profile data Literature review		
Sex	Demographic profile data Literature review		
Sexual orientation	Demographic profile data Literature review		
Marriage and civil partnership	Demographic profile data		
Pregnancy and maternity	Demographic profile data		



### 3. Analysis of the evidence

Does your analysis indicate a <b>disproportionate</b> impact relating to <b>Age</b> ?	Y	N	
	✓		
<p><b>What does the data tell you?</b></p> <p>Describe the nature of any disproportionate impact/s or potential impacts as indicated by the data.</p> <p>If no impact is identified, please explain your rationale based on the data.</p>	<p>The proposed scheme will have both a temporary and permanent impact on pedestrian and bus accessibility, potentially having a disproportionate effect on children, young people and older people who are more likely to be dependent on these modes. In the short term they may be impacted by disruption due to temporary changes or closures to pedestrian and bus routes. Older people may be differentially affected if construction sites restrict accessibility through the use of less accessible alternative routes or increased walking distances.</p> <p>Post construction these groups will benefit most from improved accessibility to employment opportunities, education, community, and recreational facilities as a result of the bus, cycling and pedestrian improvements.</p> <p>Once completed the scheme will reduce traffic within the town centre resulting in improved air quality; children and older people are most likely to see health benefits as a result of such improvements.</p> <p>Changes during construction may affect users' perceptions of safety and security, such as changes to lighting, passive surveillance or CCTV. Children and older people are identified as being differentially vulnerable to safety and security effects.</p> <p>Post construction the schemes active travel environment may positively impact feelings of safety and security.</p>		
<p><b>What can you do?</b></p>	<p>The preferred contractor has demonstrated a commitment to minimising disruption to bus travel. A bus disruption plan will be utilised and the contractor will ensure comprehensive engagement with Metro and bus operators in order to minimise disruption. Phasing and temporary arrangements will</p>		

<p><b>Negative impacts</b> - What are the potential actions you can take to avoid, reduce or mitigate any negative impacts/potential negative impacts?</p> <p><b>Are there opportunities to:</b></p> <ul style="list-style-type: none"> <li>• Advance equality of opportunity</li> <li>• Foster good relations between people in any protected group and those who are not? (See guidance)</li> </ul>	<p>be used to ensure bus users can access bus stops at all times with clear signage and advance notice of changes.</p> <p>The preferred contractor has highlighted the importance of pedestrian management along with other non-motorised users, which in the town centre is primarily cyclists and wheelchair users, as equally important as the traffic management. They are committed to keeping non-motorised users aware of what is changing and when, with adequate and suitable advance notices and adequate signing once in place. They will maintain existing controlled pedestrian crossings as far as possible, and where there is a need to stop the use of a crossing in order to build the new works, such as the subway infill, will provide a temporary, alternative crossing until such time as the new permanent crossing / signals can be installed and commissioned. In addition, their Traffic Management Plan and phasing of the works will take into consideration the requirement to maintain pedestrian access across and around each junction.</p> <p>To mitigate the potential for negative effects of construction on safety and security the use of best practice activities such as appropriate lighting, CCTV and accessible passenger/stakeholder liaison arrangements will be employed meaning that no impact is expected to arise.</p>
<p><b>What are your next steps?</b></p> <p>Please indicate what actions will be taken to address these impacts.</p>	<p>Recommendations for the construction phase:</p> <p>Any temporary changes to pedestrian or cycle routes should be well signposted and communicated well in advance of the change</p> <p>Consideration should be given to ensure the accessibility of any rerouted walkway or cycleway for all uses, including those with mobility, visual and hearing impairments.</p>

Does your analysis indicate a <b>disproportionate</b> impact relating to <b>Disability</b> ?	<b>Y</b>	<b>N</b>	
	✓		
<p><b>What does the data tell you?</b></p> <p>Describe the nature of any disproportionate impact/s or potential impacts as indicated by the data.</p> <p>If no impact is identified, please explain your rationale based on the data.</p>	<p>Temporary changes or closures to pedestrian routes may have a disproportionate impact on disabled people. In particular wheelchair and mobility scooter users, who require more space to manoeuvre, may be affected if the construction sites temporarily reduce overall widths of pedestrian access routes. During the construction phase, car parking may need to be rearranged, this could differentially affect disabled people, particularly if disabled parking bays are impacted.</p> <p>Changes during construction may affect users' perceptions of safety and security, such as changes to lighting, passive surveillance or CCTV. People with disabilities are identified as being differentially vulnerable to safety and security effects.</p> <p>Once completed pedestrianised areas will be easier for wheelchair users to navigate and changes to the active travel environment may positively impact feelings of safety and security. Reduced traffic in the town centre will lead to improved air quality positively impacting on people suffering from heart and lung conditions.</p> <p>The completed scheme will offer two additional disabled parking bays, increasing the accessibility of the town to disabled persons.</p>		
<p><b>What can you do?</b></p> <p><b>Negative impacts</b> - What are the potential actions you can</p>	<p>The preferred contractor is committed to ensuring that temporary pedestrian routes / ramps will be compliant with the Disability Discrimination Act and understand that always providing at least 1.5m clear width for passage of wheelchairs and double buggies is as important as maintaining the minimum road carriageway widths for user satisfaction and flow. The preferred contractor recognises the importance of early engagement to understand the requirements of key groups</p>		

<p>take to avoid, reduce or mitigate any negative impacts/potential negative impacts?</p> <p><b><i>Are there opportunities to:</i></b></p> <ul style="list-style-type: none"> <li>• Advance equality of opportunity</li> <li>• Foster good relations between people in any protected group and those who are not? (See guidance)</li> </ul>	<p>during construction and has already identified key groups/representatives eg Halifax Society for the Blind and Accessible Calderdale Disability Accessibility Forum (ACDAF).</p> <p>To mitigate the potential for negative effects of construction on safety and security the use of best practice activities such as appropriate lighting, CCTV and accessible passenger/stakeholder liaison arrangements will be employed meaning that no impact is expected to arise.</p>
<p><b>What are your next steps?</b></p> <p>Please indicate what actions will be taken to address these impacts.</p>	<p>Recommendations for the construction phase:</p> <p>Any temporary changes to pedestrian or cycle routes should be well signposted and communicated well in advance of the change</p> <p>Consideration should be given to ensure the accessibility of any rerouted walkway or cycleway for all uses, including those with mobility, visual and hearing impairments.</p>

<p>Does your analysis indicate a <b>disproportionate</b> impact relating to <b>Gender Reassignment</b>?</p>	Y	N	
		✓	
<p><b>What does the data tell you?</b></p> <p>Describe the nature of any disproportionate impact/s or potential impacts as indicated by the data.</p> <p>If no impact is identified, please explain your rationale based on the data.</p>	<p>Changes during construction may affect users' perceptions of safety and security, such as changes to lighting, passive surveillance or CCTV. LGBTQ+ are identified as being differentially vulnerable to safety and security fears however they are not disproportionately represented in the local population, so the overall impact is not considered to be disproportionate.</p> <p>On completion the design of the schemes active travel environment may positively impact feelings of safety and security.</p>		
<p><b>What can you do?</b></p> <p><b>Negative impacts</b> - What are the potential actions you can take to avoid, reduce or mitigate any negative impacts/potential negative impacts?</p>	<p>To mitigate the potential for negative effects of construction on safety and security the use of best practice activities such as appropriate lighting, CCTV and accessible passenger/stakeholder liaison arrangements will be employed meaning that no impact is expected to arise.</p>		

<p><b>Are there opportunities to:</b></p> <ul style="list-style-type: none"> <li>• Advance equality of opportunity</li> <li>• Foster good relations between people in any protected group and those who are not? (See guidance)</li> </ul>			
<p><b>What are your next steps?</b></p> <p>Please indicate what actions will be taken to address these impacts.</p>			
<p>Does your analysis indicate a <b>disproportionate</b> impact relating to <b>Race</b>?</p>	<b>Y</b>	<b>N</b>	
	✓		
<p><b>What does the data tell you?</b></p> <p>Describe the nature of any disproportionate impact/s or potential impacts as indicated by the data.</p>	<p>Changes during construction may affect users' perceptions of safety and security, such as changes to lighting, passive surveillance or CCTV. Those from an ethnic minority background are identified as being differentially vulnerable to safety and security effects.</p> <p>On completion the design of the schemes active travel environment may positively impact feelings of safety and security.</p>		

<p>If no impact is identified, please explain your rationale based on the data.</p>	<p>Ethnic minority population, particularly from a Pakistani background, in study area is considerably higher than average, therefore all positive benefits from the scheme will disproportionately affect the ethnic minority population. By the same token this group will also be disproportionately disadvantaged during the construction phase.</p> <p>People from an ethnic minority background are more likely to rely on walking and public transport for travel and therefore will be disproportionately affected by the positive benefits of the scheme.</p>
<p><b>What can you do?</b></p> <p><b>Negative impacts</b> - What are the potential actions you can take to avoid, reduce or mitigate any negative impacts/potential negative impacts?</p> <p><b>Are there opportunities to:</b></p> <ul style="list-style-type: none"> <li>• Advance equality of opportunity</li> <li>• Foster good relations between people in any protected group and those who are not? (See guidance)</li> </ul>	<p>To mitigate the potential for negative effects of construction on safety and security the use of best practice activities such as appropriate lighting, CCTV and accessible passenger/stakeholder liaison arrangements will be employed meaning that no impact is expected to arise.</p> <p>The preferred contractor has demonstrated a commitment to minimising disruption to bus travel. A bus disruption plan will be utilised and the contractor will ensure comprehensive engagement with Metro and bus operators in order to minimise disruption. Phasing and temporary arrangements will be used to ensure bus users can access bus stops at all times with clear signage and advance notice of changes.</p> <p>The preferred contractor has highlighted the importance of pedestrian management along with other non-motorised users, which in the town centre is primarily cyclists and wheelchair users, as equally important as the traffic management. They are committed to keeping non-motorised users aware of what is changing and when, with adequate and suitable advance notices and adequate signing once in place. They will maintain existing controlled pedestrian crossings as far as possible, and where there is a need to stop the use of a crossing in order to build the new works, such as the subway infill, will provide a temporary, alternative crossing until such time as the new permanent crossing / signals can be installed and commissioned. In addition, their Traffic Management Plan and phasing of the works will take into consideration the requirement to maintain pedestrian access across and around each junction.</p>

<p><b>What are your next steps?</b></p> <p>Please indicate what actions will be taken to address these impacts.</p>	<p>Recommendations for the construction phase:</p> <p>Any temporary changes to pedestrian or cycle routes should be well signposted and communicated well in advance of the change</p> <p>Consideration should be given to ensure the accessibility of any rerouted walkway or cycleway for all uses, including those with mobility, visual and hearing impairments.</p>		
<p>Does your analysis indicate a <b>disproportionate</b> impact relating to <b>Religion or belief</b> (or lack of)?</p>	<p><b>Y</b></p>	<p><b>N</b></p>	
<p><b>What does the data tell you?</b></p> <p>Describe the nature of any disproportionate impact/s or potential impacts as indicated by the data.</p>	<p>✓</p>		<p>Percentage of population belonging to a minority religion, in particular Islam, is higher in study area and in Calderdale than England average, meaning the minority religion population will disproportionately benefit from the completed scheme. By the same token this group will however be disproportionately disadvantaged during the construction phase.</p>



<p>If no impact is identified, please explain your rationale based on the data.</p>	
<p><b>What can you do?</b></p> <p><b><i>Negative impacts</i></b> - What are the potential actions you can take to avoid, reduce or mitigate any negative impacts/potential negative impacts?</p> <p><b><i>Are there opportunities to:</i></b></p> <ul style="list-style-type: none"> <li>• Advance equality of opportunity</li> <li>• Foster good relations between people in any protected group and those who are not? (See guidance)</li> </ul>	<p>Recommendations for the construction phase:</p> <p>Any temporary changes to pedestrian or cycle routes should be well signposted and communicated well in advance of the change</p> <p>To mitigate the potential for negative effects of construction on safety and security the use of best practice activities such as appropriate lighting, CCTV and accessible passenger/stakeholder liaison arrangements will be employed meaning that no impact is expected to arise.</p>
<p><b>What are your next steps?</b></p>	

<p>Please indicate what actions will be taken to address these impacts.</p>			
<p>Does your analysis indicate a <b>disproportionate</b> impact relating to <b>Sex</b>?</p>	<p><b>Y</b></p>	<p><b>N</b></p>	
		<p>✓</p>	
<p><b>What does the data tell you?</b></p> <p>Describe the nature of any disproportionate impact/s or potential impacts as indicated by the data.</p> <p>If no impact is identified, please explain your rationale based on the data.</p>	<p>Changes during construction may affect users' perceptions of safety and security, such as changes to lighting, passive surveillance or CCTV. Women are identified as being differentially vulnerable to safety and security effects however they are not disproportionately represented in the local population, so the overall impact is not considered to be disproportionate.</p> <p>Once completed the design of the schemes active travel environment may positively impact feelings of safety and security, differentially effecting women who are more likely than men to have security concerns as pedestrians.</p>		
<p><b>What can you do?</b></p> <p><b>Negative impacts</b> - What are the potential actions you can take to avoid, reduce or mitigate any negative</p>	<p>To mitigate the potential for negative effects of construction on safety and security the use of best practice activities such as appropriate lighting, CCTV and accessible passenger/stakeholder liaison arrangements will be employed meaning that no impact is expected to arise.</p>		

<p>impacts/potential negative impacts?</p> <p><b>Are there opportunities to:</b></p> <ul style="list-style-type: none"> <li>• Advance equality of opportunity</li> <li>• Foster good relations between people in any protected group and those who are not? (See guidance)</li> </ul>			
<p><b>What are your next steps?</b></p> <p>Please indicate what actions will be taken to address these impacts.</p>			
<p>Does your analysis indicate a <b>disproportionate</b> impact relating to <b>sexual orientation</b>?</p>	Y	N	
		✓	

<p><b>What does the data tell you?</b></p> <p>Describe the nature of any disproportionate impact/s or potential impacts as indicated by the data.</p> <p>If no impact is identified, please explain your rationale based on the data.</p>	<p>Changes during construction may affect users' perceptions of safety and security, such as changes to lighting, passive surveillance or CCTV. LGBTQ+ are identified as being differentially vulnerable to safety and security fears however they are not disproportionately represented in the local population, so the overall impact is not considered to be disproportionate.</p> <p>Once completed the design of the schemes active travel environment may positively impact feelings of safety and security, differentially effecting LGBTQ+ individuals who often have security concerns as pedestrians.</p>
<p><b>What can you do?</b></p> <p><b><i>Negative impacts</i></b> - What are the potential actions you can take to avoid, reduce or mitigate any negative impacts/potential negative impacts?</p> <p><b><i>Are there opportunities to:</i></b></p> <ul style="list-style-type: none"> <li>• Advance equality of opportunity</li> <li>• Foster good relations between people in any</li> </ul>	<p>To mitigate the potential for negative effects of construction on safety and security the use of best practice activities such as appropriate lighting, CCTV and accessible passenger/stakeholder liaison arrangements will be employed meaning that no impact is expected to arise.</p>

protected group and those who are not? (See guidance)			
<p><b>What are your next steps?</b></p> <p>Please indicate what actions will be taken to address these impacts.</p>			
Does your analysis indicate a <b>disproportionate</b> impact relating to <b>marriage and civil partnership</b> ?	<b>Y</b>	<b>N</b>	
		✓	
<p><b>What does the data tell you?</b></p> <p>Describe the nature of any disproportionate impact/s or potential impacts as indicated by the data.</p> <p>If no impact is identified, please explain your rationale based on the data.</p>	No evidence was identified which implied that disproportionate effects could be expected.		

<p><b>What can you do?</b></p> <p><b><i>Negative impacts</i></b> - What are the potential actions you can take to avoid, reduce or mitigate any negative impacts/potential negative impacts?</p> <p><b><i>Are there opportunities to:</i></b></p> <ul style="list-style-type: none"> <li>• Advance equality of opportunity</li> <li>• Foster good relations between people in any protected group and those who are not? (See guidance)</li> </ul>	<p>No impact was identified therefore mitigation is not required.</p>
<p><b>What are your next steps?</b></p> <p>Please indicate what actions will be taken to address these impacts.</p>	

Does your analysis indicate a <b>disproportionate</b> impact relating to <b>pregnancy and maternity</b> ?	Y	N	
		✓	
<p><b>What does the data tell you?</b></p> <p>Describe the nature of any disproportionate impact/s or potential impacts as indicated by the data.</p> <p>If no impact is identified, please explain your rationale based on the data.</p>	<p>Temporary changes or closures to pedestrian routes may have a differential impact on parents of very young children who are in pushchairs, in particular if the construction sites temporarily reduce overall widths of pedestrian access routes. However such individuals are not disproportionately represented in the local population, so the overall impact is not considered to be disproportionate.</p> <p>Post construction the improved active travel environment will be easier for parents with pushchairs to navigate.</p>		
<p><b>What can you do?</b></p> <p><b><i>Negative impacts</i></b> - What are the potential actions you can take to avoid, reduce or mitigate any negative impacts/potential negative impacts?</p> <p><b><i>Are there opportunities to:</i></b></p>	<p>The preferred contractor is committed to ensuring that temporary pedestrian routes / ramps will always provide at least 1.5m clear width for passage of wheelchairs and double buggies.</p>		

<ul style="list-style-type: none"> <li>• Advance equality of opportunity</li> <li>• Foster good relations between people in any protected group and those who are not? (See guidance)</li> </ul>	
<p><b>What are your next steps?</b></p> <p>Please indicate what actions will be taken to address these impacts.</p>	<p>Recommendations for the construction phase:</p> <p>Any temporary changes to pedestrian or cycle routes should be well signposted and communicated well in advance of the change</p> <p>Consideration should be given to ensure the accessibility of any rerouted walkway or cycleway for all uses, including those with mobility, visual and hearing impairments.</p>

**Seek approval and confidence in the impacts and mitigation detailed by Head of Service sign off:**

**Name: Jess Thompson**

**Date: 30<sup>th</sup> June 2023**

**Service: Major Projects**

**Signature:**

