



Equalities Impact Assessment (EqIA)

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Quality Management

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1. Introduction and Background

- 1.1 This Equalities Impact Assessment has been prepared by Capita Real Estate & Infrastructure for and on behalf of Cumbria County Council to support the wider development of the scheme, the planning application process and the statutory Orders for the construction of the A595 Grizebeck Improvement Scheme.
- 1.2 The A595 Grizebeck Improvement scheme will be a new 1.4km section of the A595 with associated works between Chapels and Grizebeck on the A595 north of Barrow. The link is a key part of Cumbria County Council's ("the Council") plan to upgrade the A595 which is an essential strategic route within Cumbria and provides access to and from the Port of Workington, Sellafield and Barrow-in-Furness, as well as the A66, A689, M6 and the A69. The route provides the most direct link between Carlisle in the north and the key service centres of Cockermouth, Workington, Whitehaven to the west, and Barrow-in-Furness to the south of the county.
- 1.3 The Grizebeck Scheme is expected to bring about significant benefits; in particular, it would:
- Improve the Major Road Network - the Grizebeck Scheme would directly address the sub-standard section of highway between Grizebeck and Chapels which has poor visibility and alignment, leading to delays, accidents and inappropriate use of rural lanes as rat-runs. The A595 at Grizebeck is an important piece of highway infrastructure that serves a number of purposes: it provides strategic north-south connectivity between Furness and West Cumbria; it facilitates access to centralised local goods and services for a widely dispersed and rural population, and it serves as an Emergency Diversion Route (EDR) for the Strategic Road Network during periods of closure on the A590, between Dalton-in-Furness and Greenodd.
 - Support Economic Growth - Cumbria has an ambitious vision to drive business growth, innovation and productivity. Parts of the county are remote from the country's motorways and national/regional economic centres, yet some of Cumbria's biggest employers such as BAE Systems at Barrow-in-Furness are based in the Furness Peninsula and West Cumbria. Improving and sustaining the competitiveness of these businesses is vital to Cumbria's economic future and the Grizebeck Scheme would improve journey times and reliability to and from the major road arteries and within the more localised supply chain network for goods and improve connectivity for employees to employment hubs.
 - Reduce the impact of the A595 on severance in Grizebeck - There would be a positive impact on severance within the village as the bulk of motorised traffic, including heavy goods vehicles, are removed from Grizebeck village. This would provide a better local environment for residents, especially as the existing road through Grizebeck is typical for a rural village, with little provision in terms of footways and narrow roads creating an intimidating experience for pedestrians. Additional benefits would also arise as the surrounding area becomes better connected for non-motorised users as a result of the new and connecting infrastructure plus some of the existing roads would carry less motor traffic.
- 1.4 As outlined above, the Grizebeck Scheme would be a significant planned improvement to the major road network and the transport infrastructure of the area for South Lakeland, Copeland and Barrow.

- 1.5 The Equality Act 2010 requires all local authorities to consider equality implications before and at the time that they develop policy and make decisions, not as an afterthought, and they need to keep them under review on a continuing basis. For this reason equality plays an important role in the development and planning process for a future highway improvement scheme.
- 1.6 In the context of the Equality Act the Council is also aware of the Public Sector Equality Duty (“PSED”) as set out in section 149 of the Equality Act which specifically states that, in the exercise of its functions, a public authority must have due regard to the need to:
- eliminate unlawful discrimination, harassment, victimisation and other conduct prohibited by or under the Equality Act 2010;
 - advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it; and
 - foster good relations between persons who share a relevant protected characteristic and persons who do not share it.
- 1.7 The relevant protected characteristics for the purposes of the PSED are listed in section 149(7) of the Equality Act 2010 and are:
- age;
 - disability;
 - gender reassignment;
 - pregnancy and maternity;
 - race;
 - religion or belief;
 - sex;
 - sexual orientation.
- 1.8 During the development of the Grizebeck Scheme and the preparation of the Orders, the Council has had regard to the PSED and, having regard to its statutory duties under the Equality Act 2010, has sought to meet its obligation by preparing this Equalities Impact Assessment (“EqIA”).
- 1.9 An EqIA is a process that can be used to analyse an organisation’s policies and practices to promote equality, remove barriers to equality and to prevent discrimination. It enables any decisions to be evidence based, any decisions to be more transparent and also demonstrates that officers and members understand their responsibilities for equality.
- 1.10 Through rigorous analysis of policy and process, any intended or unintended discrimination can be identified, and a plan created to address these issues.

2. Policies and Objectives

2.1 Cumbria County Council has a number of overarching objectives which have all been approved by the Executive Cabinet and are relevant for its approach to equality related matters. These are as follows:

- Services and partnerships have clear information about Cumbria's diversity profile to inform public services;
- People who share a protected characteristic are involved in shaping public policy in Cumbria;
- Commissioning and prevention work reflects the needs of people who share a protected characteristic and can demonstrate outcomes in addressing structural inequalities;
- Employment outcomes for people who share a protected characteristic demonstrate the benefits of a proactive approach to Equalities;
- Ensure that COVID-19 recovery actively addresses structural inequalities, including those caused by socio-economic inequality.

2.2 The rationale for the objectives set out in Section 2.1 are as follows:

- Objective 1: Cumbria's rurality and diversity profile can result in hidden communities and populations, which makes informed policy decisions more challenging than in urban areas with more visible populations and greater diversity.
- Objective 2: The increasing shift towards co-production across services, and the transition to greater digitally based services will require co-production. This will mean that for some groups additional steps would need to be undertaken to level the playing field.
- Objective 3: The increasing focus on prevention will require a more sophisticated grasp of structural inequalities, and why traditional models have tended to reinforce them. It also requires a grasp of emerging demographic trends and changes to people's sense of identity. This will require a high level of innovation in the way services are designed and delivered.
- Objective 4: The public sector remains a significant local employer, and opens opportunities for underrepresented groups and communities.
- Objective 5: The COVID-19 Community Equality Impact Assessment has highlighted the relevance of national research for Cumbria in terms of the ongoing impact of COVID-19 on people who share a protected characteristic, and that structural inequalities are at risk of exacerbation.

2.3 The Council's objectives for equality and the rationale behind them set the scene for the development of a EqIA in respect to the development of the Grizebeck Scheme.

3. Key Stakeholders

- 3.1 For the Grizebeck Scheme there are a broad range of key stakeholders identified for the purposes of an EqIA. With no priority given to one or other group or organisation, the identified stakeholders are listed below and include for the following:

- Cumbria County Council (elected members)
- Cumbria County Council (officers)
- South Lakeland District Council
- Barrow Borough Council
- Copeland Borough Council
- Kirkby Ireleth Parish Council
- Other Parish Councils
- Simon Fell MP
- Trudy Harrison MP
- Tim Farron MP
- Environment Agency
- Natural England
- National Highways
- Other Statutory Bodies
- Representative Bodies
- Local action groups
- Landowners
- Local businesses
- Local residents

- 3.2 The customers affected are strategic road users and local road users including cyclists, equestrians and pedestrians.

4. The Proposal

- 4.1 The proposed new road would cover a length of approximately 1.4 km and would predominantly be designed as a two-lane highway with a single carriageway for each direction. Exceptions would be some localised junction arrangements where two lanes would be provided for provision of a separate right turning lane. The proposed road has been designed for speeds not exceeding 60mph and in some cases a lower speed limit. A segregated shared-use cycleway and footpath will also be provided from the south end of the scheme including along what will be the 'old' road and into Grizebeck village.
- 4.2 The road includes for one proposed bridge to be constructed across the new road, the widening of an existing A595 bridge across Press Beck at the northern end of the scheme as well as a new farm underpass for the sole use of a landowner who will be impacted in a very significant way by the scheme. Other culverts are proposed for the new road to cross Grize Beck as well as other un-named watercourses.
- 4.3 A number of earthworks cuttings and embankments would be created to accommodate the new route in the local landscape, as would acoustic and visual screening landscape mounds and drainage infrastructure including drainage attenuation basins or ponds. In addition, accommodation works would be provided for the benefit of adjacent landowners impacted by the scheme.

5. EqIA Stage 1 (Screening)

5.1 An initial Stage 1 screening process has been undertaken as part of an EqIA for the Grizebeck Scheme and the findings are summarised in Table 1 below as follows:

Table 1:

Questions considered to establish impacts from the outset for new or changing policies/practices	Sex	Religion or Belief	Age	Disability	Race	Sexual Orientation	Gender Re-assignment (includes transsexual and transgender)	Pregnancy & Maternity	Marriage & Civil Partnership
1 Is there any indication or evidence that different groups have different needs, experiences, issues or priorities in relation to the practice/policy?	No	No	Yes	Yes	No	No	No	Yes	No
2 Is there evidence or an indication of higher or lower uptake by different groups?	No	No	No	No	No	No	No	No	No
3 Do people have different levels of access? Are there social or physical barriers to participation (e.g. language, format, physical access)?	No	No	Yes	Yes	No	No	No	Yes	No
4 Is there an opportunity to advance equality or foster good relations by altering the policy/practice?	No	No	Yes	Yes	No	No	No	Yes	No
5 Is there an opportunity to advance equality or foster good relations by working or engaging with other organisations or the wider community?	No	No	Yes	Yes	No	No	No	Yes	No
6 Is there stakeholder (staff, Trade Unions or public) concern about the policy/practice in terms of actual, perceived or potential discrimination against a particular group?	No	No	No	No	No	No	No	No	No

7 Is there potential for, or evidence that any part of this policy/practice may adversely affect equality of opportunity for all or may harm good relations between different groups?	No	No	Yes	Yes	No	No	No	Yes	No
8 Is there any potential for, or evidence that any part of the policy/practice could discriminate indirectly or directly? (Consider those who implement it on a daily basis).	No	No	Yes	Yes	No	No	No	Yes	No

- 5.2 The rationale behind the ratings in Table 1 and details of the evidence utilised to inform the screening decision are based on using the former Highways England (now National Highways) Equality, Diversity and Inclusion sifting Tool (EDIT) and available data from Cumbria County Council for the county district of South Lakeland.
- 5.3 The data supplied by Cumbria County Council is a draft South Lakeland District Equality Profile 2019. The profile is enclosed in full as Appendix 1 to this EqlA and sets out a range of statistics from a number of different sources including the County Council, ONS, Public Health England and the Census 2011.
- 5.4 The results from the initial Stage 1 screening process and summarised in Table 1 have all been taken forward into a more detailed Stage 2 assessment. Whilst the Stage 1 screening process gives a clear indication that many of the impacts would be neutral, consideration at Stage 2 for all the protected characteristic groups gives an opportunity to consider them using more detailed information for the South Lakeland district contained in the Equality Profile 2019 data (see Appendix 1).

6. EqIA Stage 2 (Assessment)

6.1 As part of Stage 2, the level of impact on protected characteristic groups gauged from available information has then been assessed. This section outlines how the evidence has been used to show 'due regard' to the three aims of the PSED. The three aims of the PSED are set out as follows:

- Eliminate discrimination, harassment and victimisation and any other conduct prohibited by the Equality Act provisions; and
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it; and
- Foster good relations between people who share a protected characteristic.

The conclusions of this EqIA Stage 2 are set out in Table 2 below as follows:

Table 2:

Equality Group (Protected Characteristics)	Impact Assessment			Summary of reasons and evidence (using the South Lakeland data in Appendix 1)
	Positive Impact	Neutral Impact	Negative Impact	
Sex		✓		Not considered as significant
Religion or Belief		✓		Not considered as relevant in context of the scheme
Age	✓			Potentially affects mobility and travel choices
Disability	✓			Potentially affects mobility and travel choices
Race		✓		Not considered as relevant in context of the scheme
Sexual Orientation		✓		Not considered as relevant in context of the scheme
Gender Re-assignment (including transsexual & transgender)		✓		Not considered as relevant in context of the scheme
Pregnancy & Maternity	✓			Potentially affects mobility

				and travel choices
Marriage & Civil Partnership		✓		Not considered as relevant in context of the scheme

6.2 The following commentary provides further details of the rationale and reasoning behind the assessment for each of the protected characteristic groups in the above Table 2.

Sex

- 6.3 Due regard should be given to the impact on people according to their sex, for example the impact on female road users using the transport network.
- 6.4 Just over half (50.7%) of the population in the South Lakeland District are female and may experience disproportionate impacts during construction and operation of the scheme. In the context of the Equality Act 2010, notwithstanding the fact that progress towards gender equality may have been made, assumptions may be made that the majority of childcare responsibility will be largely borne by women. In consequence it is expected that a greater proportion of women may be using roads during the day, and that a significant number of such road users may be pedestrians and might also be most significantly affected by temporary disruption and route changes during construction works.
- 6.5 During construction, construction traffic may cause severance for pedestrians including female road users who are potentially more vulnerable pedestrians in terms of security and safety. However, it is considered that the impact is likely to be insignificant due to the low number of pedestrians currently using the area, and easy access for construction traffic which will avoid existing pedestrian routes by using main roads.
- 6.6 Some consideration has been given to measures that would indirectly benefit female road users, such as lighting pedestrian routes but on balance the benefits of such a measure are outweighed by the wider adverse effects. The expected use by pedestrians including female road users would be low in numbers on the one hand and then the resultant night time light pollution would be significant in a largely rural environment without any provision of lighting in the highway.
- 6.7 Taking account of the above, the assessment for sex in the EqIA has been assessed as 'neutral'.

Religion or Belief

- 6.8 The majority of the population in the South Lakeland District identify themselves as Christian (68.1%). This compares with 67.3% for the North West and 59.4% for England.
- 6.9 A larger proportion of residents are recorded with no religious beliefs in Census 2011 (23.1%) than the North West (19.8%) although this is a smaller proportion than for England as a whole (24.7%).

- 6.10 In all, 69.3% are recorded as having a religion, 23.1% having no religion and 7.7% with no religion stated.
- 6.11 No churches or other places of worship are directly affected by the Grizebeck Scheme or would appear to be materially affected in any way by the construction or operation of the scheme. However, consideration will need to be given to the impact of temporary traffic management, road closures and the impact of any temporary traffic diversions. There are no expected impacts on religion and/or belief upon delivery of the scheme. The assessment of religion or belief has therefore been assessed as 'neutral'.

Age

- 6.12 Analysis of ONS 2017 data shows that approximately 28% of the population in the South Lakeland District is 0 – 29 years. This compares with a higher figure of approximately 37% in the North West and 37% in England. For older residents 75+ years old, a higher figure of approximately 13% fall into this category in South Lakeland District as compared with approximately 8% for the North West, the same figure for England.
- 6.13 There are no local schools which have been identified as being directly affected by the scheme proposals.
- 6.14 For older age groups, a higher percentage of people in the 75+ years old age bracket compared to the national position suggests due regard should be given to the impact of the scheme on this group. This is especially so in residential areas where the scheme may impact access to facilities which are of interest to this group such as community centres. In this instance the Grizebeck Village Hall can be considered a local community centre except it is located away from the centre of the village with limited means of access for pedestrians.
- 6.15 The scheme area has a higher proportion of older people than the national average. As a result of the Grizebeck Scheme the substantial reduction in traffic levels on the existing A595 would lead to opportunities for shared road space to and from the Grizebeck Village Hall on local roads. This would not simply be limited to the route between the village and the Grizebeck Village Hall as better access would also be created from Chapels, Dove Bank, Dove Ford and Bank End to the village. Better access for pedestrians and cyclists generally will help families with younger children get to the community facilities in the area safely. During construction, construction traffic may cause severance for pedestrians including younger and older road users who are potentially more vulnerable pedestrians in terms of security and safety. However, it is considered that the impact is likely to be insignificant due to the low number of pedestrians currently using the area, and easy access for construction traffic which will avoid existing pedestrian routes by using main roads.
- 6.16 Taking into account the above, the assessment of age for the EqIA has been assessed as 'positive' as compared with the status quo. There is then scope for this to be improved still further at the detailed design stage.
- 6.17 In the provision of information relating to the Grizebeck Scheme and the advertisement of Statutory Orders, consideration will need to be given to ensure that any materials used are fully accessible for older people eg. use of hard copy newsletters in addition to the use

of electronic material. Over reliance on the Council's website as a communications tool shall also be avoided.

Disability

- 6.18 The proportion of people with disabilities in the area of the scheme is not clearly or properly understood from the data in Appendix 1.
- 6.19 Accessibility for those with a disability is generally embedded in the design process and the design would consider the movement of people with disabilities in terms of pedestrian facilities and those with mobility aids. Routes need to be of appropriate width for users with mobility aids or wheelchairs, and where appropriate, design features such as lighting, signposting, designated crossing points and tactile paving can further facilitate access by persons with this protected characteristic. . Third party safety audits are then undertaken at appropriate stages of the design process advance equality of opportunity.
- 6.20 During construction, there is a potential for construction traffic to temporarily cause severance for pedestrians (including pedestrians with this protected characteristic), who may be more vulnerable road users.

However, it is considered that the impact is likely to be insignificant due to the low number of pedestrians currently using the area, and easy access for construction traffic which will avoid existing pedestrian routes by using main roads.

- 6.21 In light of the potential impact on people with disabilities, the design approach needs to follow current best practice, and taking into account the potential difficulties during the construction stage, the assessment for disability in the EqIA has been assessed as 'positive'. Again, and as with 'Age', this would largely result from the creation of shared road space on local roads where traffic levels, except for access, would be substantially reduced. For the Grizebeck Scheme, there would also be better, more accessible and safer provision for the crossing of existing roads as part of the overall scheme proposals.

Race

- 6.22 In South Lakeland District, there is a larger proportion of white residents in Census 2011 (98.4%) than in the North West (90.2%) and England (85.4%).
- 6.23 Owing to the limitations of how race can impact on a road improvement scheme, and despite there being a larger proportion of white residents in South Lakeland compared to elsewhere, there are no expected impacts on race arising from the design and delivery of the scheme and this has therefore been assessed as 'neutral' for the purposes of the EqIA.

Sexual Orientation

- 6.24 There are no design features which may impact upon any users due to their sexual orientation. As a result, there are no expected impacts on sexual orientation upon design and delivery of the scheme and sexual orientation has been assessed as 'neutral'.

Gender Re-assignment

- 6.25 There are no design features which may impact upon any users due to their gender or gender re-assignment if applicable. As a result, there are no expected impacts and the assessment has therefore been assessed to be a 'neutral' impact.

Pregnancy & Maternity

- 6.26 The Grizebeck Scheme screening process in Stage 1 of the EqIA has identified the potential for creating significant adverse impacts on this group of people who are pregnant or young families with pushchairs.
- 6.27 The detailed design stage needs to consider accessible design and the movement of people who are pregnant or are travelling with pushchairs. Routes need to be of appropriate width for users travelling with pushchairs and where appropriate, design features such as lighting, signposting, designated crossing points and tactile paving can further facilitate access by persons with this protected characteristic. Third party safety audits are then undertaken at appropriate stages of the design process advance equality of opportunity.
- 6.28 In the construction stage, the impact of construction traffic may potentially cause temporary severance for pedestrians including people with this protected characteristic, who are potentially more vulnerable pedestrians in terms of accessibility. Construction may also make it difficult for pushchair users to access the footpaths in the area, so consideration should be given to signposting alternative routes where available.
- 6.29 As with the protected characteristic groups of age and disability, the scheme design process will lead to changes and improvements for those who are pregnant or young families with pushchairs. Examples include for shared road space to and from the Grizebeck Village Hall on local roads where significant reductions in traffic can be expected, better access for pedestrians and cyclists generally as well as the improved provision pedestrian crossing facilities in Grizebeck village and at Chapels.
- 6.30 Taking all the above into account and using the findings for age and disability characteristic groups as a similar comparator for the assessment of pregnancy and maternity, this has been assessed to be 'positive' for the purposes of the EqIA.

Marriage & Civil Partnership

- 6.31 There are no design features of a road scheme which are considered to impact upon any aspects of marriage or civil partnerships whichever might be applicable. As a result, there are no expected impacts on marriage and civil partnership and for this reason it has been assessed as 'neutral' in the EqIA.

General

- 6.32 All the above commentary is largely focussed on only one of the three aims of the PSED which is to eliminate discrimination, harassment and victimisation and any other conduct prohibited by the Equality Act provisions. The other two aims of the PSED to advance equality of opportunity between people who share a protected characteristic and to foster good relations between people who share a protected characteristic have also been considered. The assessment concludes that it is only for those protected characteristic

groups of age, disability and pregnancy/maternity that there would be a positive impact as a result of the benefits arising from the scheme.

- 6.33 For all other protected characteristic groups, the effects of the Grizebeck Scheme in relation to the duty to eliminate discrimination, harassment and victimisation have all been assessed as 'neutral'. This finding reflects the limitations of the extent to which a transport scheme could potentially impact, positively or negatively, on this type of discrimination. There are limited opportunities to foster good relations between people who share a protected characteristic in the context of the Grizebeck Scheme is and for this reason the impacts of the scheme have been assessed as 'neutral'; and although there may be some minor benefit arising from improved connections, that benefit in this context is not considered to be significant. The Table 2 conclusions therefore effectively reflect the consideration of all three elements of the PSED.
- 6.34 To enable the Council to deliver the Grizebeck Scheme, the use of a Compulsory Purchase Order (CPO) to acquire land and a Side Roads Order (SRO) to make changes to existing highways are statutory instruments which could potentially lead to discriminatory effects. For the Grizebeck Scheme the use of existing land would largely change from agricultural use to enable the road infrastructure to be improved locally. Having considered it, no discriminatory impacts, direct or indirect, can be identified as a result of a CPO over and above those identified and discussed in the text above. For the SRO, and where existing roads are affected, the changes arising from the SRO could be seen as beneficial as have been reported in the Table 2 impacts for age, disability and pregnancy/maternity. All other protected characteristic groups would be viewed as 'neutral' for both the CPO and SRO.

7. EqIA Stage 3 (Action Plan including Monitoring)

7.1 The EqIA Stage 3 section outlines what further actions are required for improvements to be made to address ongoing challenges or opportunities and to ensure the EqIA is as robust as it can be for the remainder of the design development stages, the construction stage and for a period following the operation of the Grizebeck Scheme. Examples include the following:

- Arrangements for continued/new engagement with stakeholders, staff, service users
- Plans to close data gaps across any of the protected characteristic groups through reviewed contract management arrangements
- Availability of more recent and updated data for South Lakeland
- Identify other plans already underway to address the challenges or opportunities identified in this statement
- Sharing findings with partner organisations.

7.2 Table 3 below sets out a broad based action plan which is considered proportionate for the stage reached in the development of the Grizebeck Scheme and prior to further detailed design and the construction process.

Table 3 - Action Plan:

Action	Responsibility/Accountability	Timeframe
1 Incorporating equality issues arising from consultation and the EqIA into the detailed design stage.	Responsibility: Cumbria County Council/Main Contractor (inc. Designer) Accountability: Cumbria County Council	Detailed design stage
2 Ensuring accessible design principles consider the needs of groups with protected characteristics.	Responsibility: Cumbria County Council/Main Contractor (inc. Designer) Accountability: Cumbria County Council	Detailed design stage
3 Ensuring appropriate traffic management plan and information provision during construction stage to consider severance and obstruction issues for those groups with protected characteristics.	Responsibility: Cumbria County Council/Main Contractor Accountability: Cumbria County Council	Prior to and throughout the construction stage
4 Supply of equality and diversity policy details from external contractors involved in the provision of construction and operation services.	Responsibility: Cumbria County Council Accountability: Cumbria County Council	To be provided during the tender/procurement process

<p>5 Monitoring of service users once in operation to identify if groups with protected characteristics are being discriminated against or if this scheme is advancing opportunities for these groups (to be done through user surveys).</p>	<p>Responsibility: Cumbria County Council</p> <p>Accountability: Cumbria County Council</p>	<p>6 months to 1 year after scheme opening</p>
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Review & Monitoring

- 7.3 All of the above actions should be monitored on a regular basis and progress on these reported to the Grizebeck Project Board.
- 7.4 The next key stage of scheme development will be the detailed design stage of the scheme. It is therefore recommended that this Stage 3 Action Plan (inc. monitoring) be reviewed before, during and on completion of the design stage and at relevant points (i.e. on completion of design, on completion of construction, after opening etc).

Appendix 1

South Lakeland District Equality Profile 2019 data

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