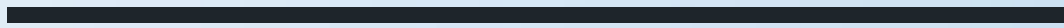


Appendix C

Equalities Impact Assessment





Norfolk County Council

Norfolk LTP4 Part 2 - Implementation Plan

Appendix C - Equalities Impact Assessment

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1 Introduction

1.1 Background and Context

- 1.1.1 Norfolk County Council (NCC) has commissioned WSP to undertake a Sustainability Appraisal (SA) that incorporates the requirement of a Strategic Environmental Assessment (SEA) of the Draft Local Transport Plan (LTP) Implementation Plan (IP) of their fourth Local Transport Plan Strategy (LTP4). The SA also incorporates the findings of the Health Impact Assessment (HIA) and the Equalities Impact Assessment (EqIA).
- 1.1.2 WSP previously undertook the SA, HIA and EqIA of the LTP4 Strategy (Part 1) in June 2021, which also included the assessment of the King's Lynn, Great Yarmouth and the Transport for Norwich Strategies. The IP forms Part 2 of the LTP4.
- 1.1.3 The LTP4 Strategy was formally adopted in 2021, and the IP sets out proposals for the application of the policies in the adopted strategy. Both the IP and the LTP4 Strategy represent one plan and therefore, should be read in conjunction with one another. Although both the IP and the LTP4 Strategy represent one plan, as they have been developed individually, the assessment has been undertaken separately.
- 1.1.4 As part of the SA, an Equality Impact Assessment (EqIA) has been undertaken to assess from an equality perspective the impacts and likely effects of policies in the NLPR on different groups protected by equalities legislation, notably the Equalities Act 2010. It will also seek to identify whether such policy categories might have an adverse impact on equality of opportunity.
- 1.1.5 The outcomes of the EqIA have informed the SA.

2 Legislation

- 2.1.1 The Equality Act 2010¹ came into force on 1 October 2010 and brought together over 116 separate pieces of legislation into a single Act. The Act provides a legal framework to protect the rights of individuals that share defined "protected characteristics" and advance equality of opportunity. In addition, the Act states that, when making decisions, an authority must consider methods to reduce any inequalities which may arise for those from a disadvantaged socio-economic background.
- 2.1.2 Those "protected characteristics" which identify the vulnerable groups who may be disproportionately impacted upon or discriminated against are outlined in **Table 2-1**. Protection extends to those who are perceived to have these characteristics or who suffer discrimination because they are associated with someone who has that characteristic, e.g. cares for someone with a disability.

Table 2-1 – Protected groups listed under the Equality Act 2010

Protected Characteristic	People and Aspects Included
Sex and gender	Men, women, married and single people; parenting, caring, flexible working and equal pay concerns.
Religion or belief	People who have a religious belief; people who are atheist or agnostic; people who have a philosophical belief which affects their view of the world or the way they live.
Age	Infants (0-4), Children (0-16), young people (17-25), working age people (15-64) and elderly people (65 and over).
Disability	People with physical, mental, sensory, visible or hidden impairment (e.g. long term illness >12 months, dyslexia, visual impairment, deafness).
Race	People from various ethnic groups, as for the Census categories, e.g. White British, Chinese, British Asians, Travellers, Gypsies, Roma, those who are of Caribbean origin, people of mixed heritage, White Irish communities, and people of other nationalities who reside in Britain.

¹ The Stationary Office, Equality Act 2010. Available at: http://www.legislation.gov.uk/ukpga/2010/15/pdfs/ukpga_20100015_en.pdf (Accessed: 17 January 2022)

Protected Characteristic	People and Aspects Included
Sexual orientation	Heterosexual and bisexual men and women, gay men and lesbians.
Gender reassignment (transgender/transsexual)	Anyone who is proposing to undergo, are undergoing or have undergone a process for the purpose of reassigning their sex.
Pregnancy and maternity	Pregnant women and new mothers – protection against maternity discrimination (including as a result of breast feeding).
Marriage and civil partnership	People who are married or are civil partners
Deprivation *	People at risk of socio-economic disadvantage.

*Not a protected characteristic but included for requirement under the Act to consider socio-economic disadvantage.

- 2.1.3 Section 149 of the Act provides for a Public-Sector Equality Duty. This requires that public bodies such as NCC, in the exercise of their functions, give "due regard to the need to":
- Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Act;
 - Advance equality of opportunity between people who share a protected characteristic and those who do not. This includes:
 - Removing or minimising disadvantages suffered by people due to protected characteristics;
 - Taking steps to meet the needs of people with protected characteristics where these are different from the needs of other people; and
 - Encouraging people with protected characteristics to participate in public life or in other activities where their participation is disproportionately low.
 - Foster good relations between people who share protected characteristic and those who do not. This includes:
 - Tackling prejudice;
 - Promoting understanding; and
 - Eliminating unlawful discrimination, harassment and victimisation.
- 2.1.4 The duty also applies to private sector companies when carrying out functions or services on behalf of public sector bodies.

3 Equality Impact Assessment

3.1 What is EqIA?

- 3.1.1 An EqIA considers the impact of a project or policy on persons or groups of persons who share characteristics which are protected under section 4 of the Equality Act 2010 ("protected characteristics") and might also include others considered to be vulnerable within society such as low-income groups. It is an information gathering tool which enables decision makers within public bodies to implement their equality duty under the Equality Act 2010.
- 3.1.2 An EqIA guides decision makers and designers to:
- Consider the effects of existing and proposed policy or practice on people who share a "protected characteristic"; and
 - Identify opportunities to improve equality of opportunity and eliminate discrimination.
- 3.1.3 An EqIA should be carried out before making decisions, to inform and shape the outcomes. They should be updated throughout the decision-making process as necessary, as policy or practices are developed.
- 3.1.4 There are three stages to an EqIA; screening, full assessment and outcome monitoring. The screening stage determines which protected characteristics are likely to experience disproportionate impacts, and therefore require consideration within the EqIA. This considers the nature of the public function being exercised and available information on users and impacts. This document represents the assessment on those groups identified.

4 Social Profile

4.1 Introduction

- 4.1.1 A social profile for Norfolk has been compiled from publicly available data to provide context for the assessment. This comprises information on protected characteristic groups and the local communities likely to be impacted by the policies proposed in Draft LTP4 Strategy.
- 4.1.2 The social profile is compiled with data for the county of Norfolk as a whole, and also where possible for its seven local authorities of Breckland, Broadland, Great Yarmouth, King's Lynn and West Norfolk, North Norfolk, Norwich and South Norfolk.
- 4.1.3 It should be noted that the last published Census was taken in 2011 and therefore, where possible, data has been substituted with more recent information.

4.2 Protected characteristics profile

- 4.2.1 Data from the Office of National Statistics (ONS) has been gathered on all protected characteristics from Section 4 of the Equality Act 2010.
- 4.2.2 Although not a protected characteristic under the Equality Act 2010, the social profile also includes data on deprivation as it provides a measure of a combination of social-economic metrics.

4.3 Sex and gender

- 4.3.1 The county of Norfolk was recorded in 2020² as having a total population of 914,000 people. Within the county, approximately 49.1% of the population were recorded as male and 50.9% as female, which is comparable with the national male and female percentage of the time at 49.4% and 50.6% respectively. The breakdown of the sex of the population of Norfolk is outlined in Table 4-1.

² Nomis (2020) Official Labour Market Statistics [online] Available at: https://www.nomisweb.co.uk/reports/lmp/la/1941962835/report.aspx?town=norfolk#tabresp_op (Accessed 16/02/2022)

Table 4-1 – Sex breakdown for the Population of Norfolk

	Norfolk	King's Lynn and West	North Norfolk	South Norfolk	Breckland	Broadland	Great Yarmouth	Norwich
Male	449,000 (49.1%)	73,900 (48.9%)	51,200 (48.7%)	69,700 (48.7%)	69,900 (49.5%)	64,200 (48.7%)	49,000 (49.4%)	71,100 (50.0%)
Female	465,000 (50.9%)	77,400 (51.1%)	53,900 (51.2%)	73,400 (51.3%)	71,300 (50.5%)	67,700 (51.3%)	50,200 (50.6%)	71,100 (50%)
Total	914,000	151,200	105,200	143,100	141,300	131,900	99,200	142,200

4.4 Religion

4.4.1 As stated in the 2011 Census³, of those in the Norfolk region who identify with a religion, they predominantly identify as Christian, and at a higher proportion of the population than the national average. Other minority religions are all identified with in very low numbers, and are mostly lower than the national average, particularly those identifying as Muslim. Norwich has a notably lower proportion of the population who identify as Christian and a higher proportion that do not associate with a religion or faith, when compared to the other local authorities in Norfolk, and the national averages.

4.4.2 Table 4-2 shows the breakdown per religious group out of the total population for the local authorities of Norfolk and for England.

Table 4-2 - Religious Groups within the local authorities of Norfolk and England (2011)

Location	Christian (%)	Muslim (%)	Buddhist (%)	Hindu (%)	Jewish (%)	Sikh (%)	Other religion (%)	No religion (%)	Religion not stated (%)
King's Lynn and West Norfolk	66.4	0.4	0.3	0.2	0.1	0.1	0.4	24.8	7.4
North Norfolk	66.0	0.2	0.3	0.1	0.1	0	0.5	25.2	7.6

Location	Christian (%)	Muslim (%)	Buddhist (%)	Hindu (%)	Jewish (%)	Sikh (%)	Other religion (%)	No religion (%)	Religion not stated (%)
South Norfolk	62.3	0.3	0.3	0.2	0.1	0	0.4	28.7	7.7
Breckland	63.8	0.3	0.2	0.1	0.1	0	0.5	27.6	7.4
Broadland	63.3	0.3	0.3	0.2	0.1	0.1	0.4	30.0	7.4
Great Yarmouth	61.0	0.5	0.2	0.3	0.1	0	0.3	30.3	7.2
Norwich	44.9	2.0	0.7	0.8	0.2	0.1	0.7	42.3	8.2
England	59.4	5	0.5	1.5	0.5	0.8	0.4	24.7	7.2

4.5 Disability

4.5.1 Disability can be assessed in terms of ability to undertake an activity.

- 4.5.2 Table 4-3 shows the proportion of the population whose day-to-day activities are limited by a long-term health problem or disability. As shown, the local authorities of the Norfolk region have slightly a higher percentage of the population than the national average who experience some form of limitation and subsequently have a lower percentage of the population without limitations³.
- 4.5.3 In Norfolk 3,530 people were registered as deaf or hard of hearing in 2010 according to NHS Digital³. The estimated total of people living with sight loss in Norfolk is 38,100⁴. The number of people living with mild sight loss is 24,500, moderate sight loss is 8,450, and severe sight loss (blindness) is 5,200. The percentage of the overall population living with sight loss is 4%, with the rate of people living with sight loss being higher than the national average.

³ NHS Digital (2010) <https://data.gov.uk/dataset/3663b2d3-cbb6-4ad7-a410-9f972db5d222/people-registered-deaf-or-hard-of-hearing>. (Accessed 09/03/2022)

⁴ RNIB (2021) Sight Loss Data Tool

Table 4-3 - Proportion of those living with limiting health problems or disability for the local authorities of Norfolk and England (2011)

Location	Limited a Lot (%)	Limited a Little (%)	Not Limited (%)
King's Lynn and West Norfolk	9.8	11.5	78.7
North Norfolk	10.3	13.0	76.7
South Norfolk	7.4	10.5	82.1
Breckland	8.8	10.8	80.3
Broadland	8.1	10.6	81.3
Great Yarmouth	10.9	11.6	77.5
Norwich	8.6	9.8	81.6
England	8.3	9.3	82.4

4.6 Race

4.6.1 The diversity of different ethnicities is relatively low in the region, where the majority of the population of the region identify as White British, Irish, Traveller or Other White³. All other ethnicities are recorded as lower than the national average, as outlined in Table 4-4.

Table 4-4 - Ethnicity in the local authorities of Norfolk and England (2011)

Location	White British / Irish / Travellers / Other White (%)	Mixed / multiple ethnic group (%)	Asian / Asian British (%)	Black / African / Caribbean / Black British (%)	Other i.e. Arab (%)
King's Lynn and West Norfolk	97.3	0.9	1.3	0.4	0.2
North Norfolk	98.6	0.6	0.5	0.2	0.1
South Norfolk	97.6	1.0	1.0	0.3	0.1
Breckland	97.4	1.2	0.8	0.5	0.1
Broadland	97.7	0.9	1.0	0.3	0.2
Great Yarmouth	96.7	1.2	1.2	0.5	0.3

Location	White British / Irish / Travellers / Other White (%)	Mixed / multiple ethnic group (%)	Asian / Asian British (%)	Black / African / Caribbean / Black British (%)	Other i.e. Arab (%)
Norwich	90.8	2.3	4.4	1.6	0.8
England	85.4	2.3	7.8	3.5	1

4.7 Unemployment and deprivation

- 4.7.1 The proportion of unemployment in the majority of local authorities in Norfolk is lower than the national average for the UK, however it is higher in Great Yarmouth and Norwich. However, the average weekly pay is lower than the UK national average for six out of the seven local authorities in the Norfolk region³.

Table 4-5 - Economic profile (Oct 2020 – Sept 2021)

Location	Economically active: unemployed (%)	Economically inactive (%)	Average weekly pay of full-time workers (£)
Breckland	3.7	22.0	523.3
Broadland	3.1	13.4	574.0
Great Yarmouth	5.3	26.3	517.6
King's Lynn and West Norfolk	4.1	20.5	558.6
North Norfolk	3.7	20.9	559.4
Norwich	4.8	16.2	601.4
South Norfolk	3.4	22.1	615.0
East of England	4.1	19.4	628.6
England	4.8	21.5	613.1

- 4.7.2 The English Indices of Deprivation 2019 are a collection of several separate indices (covering Income, Employment, Health Deprivation and Disability, Education Skills and Training, Barriers to Housing and Services, Crime and Living Environment) measuring deprivation within all local authorities in England.

4.7.3 Table 4-6 below shows the rank of the level of deprivation of neighbourhoods for each LPA according to the Index of Multiple Deprivation 2019⁵ nationally, with 1 being the most deprived and 317 the least deprived. Within the Norfolk region, Great Yarmouth has the highest average levels of deprivation and Broadland has the lowest average levels of deprivation.

Table 4-6 - Indication of deprivation within the LPAs of the Norfolk region

LPA	Rank of Average Ranking	Category
Breckland	127	40% most deprived
Broadland	257	80% most deprived
Great Yarmouth	24	10% most deprived
King's Lynn and West Norfolk	79	20% most deprived
North Norfolk	94	20% most deprived
Norwich	61	20% most deprived
South Norfolk	225	70% most deprived

4.8 Projected population and age

4.8.1 The population between 2018 and 2043 in the local authorities of Norfolk is set to increase by 12%, with the greatest increases seen in the over 75's. Of the seven local authorities, the largest population increase is projected in South Norfolk, with an increase of 28%. Four of the local authorities (Great Yarmouth, King's Lynn and West Norfolk, Norwich and North Norfolk) will see population numbers decrease in the 0-14 age category, and across all local authorities there is a larger proportion of older people, indicating an aging population. The population increases within King's Lynn and West Norfolk, Great Yarmouth and Norwich are below the national average of 10%⁶. Table 4-7 below shows the population projections per age group across the relevant local authorities.

Table 4-7 - Population projections 2018 - 2043

⁵ IMD (2019) <https://www.gov.uk/government/statistics/english-indices-of-deprivation-2019> (Accessed 17/02/2022)

⁶ ONS. 2018. 2018-Based Subnational Population Projections for Local Authorities and Higher Administrative Areas in England

Local Authority	Age Group	2018	2043	% Change
King's Lynn and West Norfolk	0-14	25,016	23,148	-7%
	15-74	108,718	107,548	-1%
	75+	18,077	29,490	63%
	All ages	151,811	160,186	6%
North Norfolk	0-14	13,626	13,081	-4%
	15-74	74,866	77,516	4%
	75+	16,060	27,519	71%
	All ages	104,552	118,116	13%
South Norfolk	0-14	23,424	27,429	17%
	15-74	99,403	120,722	4%
	75+	15,190	28,959	91%
	All ages	138,017	177,110	28%
Breckland	0-14	22,856	24,088	5%
	15-74	108,022	110,674	2%
	75+	15,810	29,670	47%
	All ages	139,329	164,432	15%
Broadland	0-14	19,881	21,754	9%
	15-74	94,062	101,902	8%
	75+	15,521	27,225	43%
	All ages	129,464	150,881	14%
Great Yarmouth	0-14	16,690	15,384	-8%
	15-74	71,877	72,450	1%
	75+	10,803	18,953	43%
	All ages	99,370	106,787	7%

Local Authority	Age Group	2018	2043	% Change
Norwich	0-14	22,754	21,492	-6%
	15-74	115,323	115,026	0%
	75+	9,927	15,841	37%
	All ages	141,137	152,358	7%
Norfolk	0-14	144,247	146,376	1%
	16-74	672,271	705,838	5%
	75+	101,388	177,657	75%
	All ages	917,906	1029871	12%
England	0-14	10,144,712	9,990,013	-2%
	16-74	41,200,606	43,601,278	6%
	75+	4,631,860	8,152,807	76%
	All ages	55,977,178	61,744,098	10%

4.9 Sexual orientation

- 4.9.1 The sexual orientation estimates used here reports on data from a survey question designed to capture self-perceived sexual identity⁷. The estimates are the most up to date Experimental Statistics that provide 2019 estimates of the UK household population aged 16 years and over broken down into heterosexual or straight, gay or lesbian, bisexual, or other. Robust data for Norfolk area was not available so the estimates for the East of England and England are presented.
- 4.9.2 In the East of England the majority of the population aged 16 years and over identify as heterosexual or straight (95.5%). This is 2.2% higher than the national average, whilst the percentage of those who identify as gay or lesbian, bisexual and other are slightly lower

⁷ ONS (2021) Sexual orientation, UK: 2019 Available online at: <https://www.ons.gov.uk/peoplepopulationandcommunity/culturalidentity/sexuality/bulletins/sexualidentityuk/2019#sexual-orientation-data> (Accessed 17/02/2022)

than the national average. In addition, there is a lower proportion of people in the East of England who identify with the 'Don't know or refuse' category.

Table 4-8 Sexual orientation profile of East and England

Sexual Orientation	East of England Estimate		England Estimate	
	Number in 2019	% In 2019	Number in 2019	% In 2019
Heterosexual or straight	4,751	95.5	41,812	93.3
Gay or lesbian	58**	1.2**	718	1.6
Bisexual	48**	1.0**	502	1.1
Other	27***	0.5***	306*	0.7*
Don't know or refuse	91**	1.8**	1,472	3.3

Estimates are considered precise, (*) Estimates are considered reasonably precise, (**) Estimates are considered acceptable, (***) Estimates are considered unreliable for practical purposes.

4.10 Pregnancy and maternity

- 4.10.1 A maternity (as defined by ONS) is a pregnancy resulting in the birth of one or more children, including stillbirths. In 2016 the maternity rate in Norfolk was 50.2 (maternities per 1,000 women aged 15 to 44), lower than the maternity rates for the East of England and England, of 63.8 and 61.8 respectively*.
- 4.10.2 The greatest number of live births in Norfolk are from women in the age category 30-34, which is not line with the East of England and England. Live births for under 29's are mostly higher than the national average whereas live births for the over 40's are lower
- 4.10.3 In Norfolk there is a higher number of live births outside of marriage or civil partnership than the national average by 7%, indicating more live births in Norfolk occur within marriage or civil partnership.

Table 4-9 Age of mother at birth⁸

Age of Mother at Birth	Number in 2016 Norfolk	Number in 2016 East of England	Number in 2016 England
Under 18	71	520	5,025
Under 20	355	2,091	20,963
20 to 24	1,669	9,980	96,519
25 to 29	2,732	20,326	185,960
30 to 34	2,692	23,458	210,731
35 to 39	1,342	13,307	120,330
40 to 44	248	2,870	26,447
45 and over	19	218	2,207
Total Live Births (Number in 2016)	7,864	72,250	663,157
Total Fertility Rate Total Live Births	1.79	1.91	1.81
Percentage outside marriage or civil partnership	54.1%	45.9%	47.1%

4.11 Marriage and civil partnership

4.11.1 The percentage of the population which is married or in civil partnership in Norfolk is 3.2% higher than the national average, and the number of single people is 5.1% lower than the national average (Table 4-10). All other marriage and civil partnership categories are similar to the national averages.

⁸ ONS (2016) Live births in the UK by area of usual residence of mother. Available at: <https://www.ons.gov.uk/peoplepopulationandcommunity/birthsdeathsandmarriages/livebirths/datasets/birthsbyareaofusualresidenceofmotheruk> (Accessed 17/02/2022)

Table 4-10 Marriage and Civil Partnership Profile

Marriage / Civil Partnership	Norfolk		England
	Number in 2011	% In 2011	% In 2011
Single (never married or never registered a same-sex civil partnership)	210,067	29.5	34.6
Married or in a registered same-sex civil partnership	357,897	50.2	46.8
Separated (but still legally married or still legally in a same-sex civil partnership)	16,511	2.3	2.7
Divorced or formerly in a same-sex civil partnership which is now legally dissolved	71,974	10.1	9.0
Widowed or surviving partner from a same-sex civil partnership	56,454	7.9	6.9

4.12 Gender reassignment

- 4.12.1 Trans is a general term for people whose gender is different from the gender assigned to them at birth. Currently no robust data on the UK trans population, and subsequently local authority data, exists. The Government Equalities office tentatively estimates that there are approximately 200,000- 500,000 trans people in the UK⁹. The Office for National Statistics is researching whether and how to develop a population estimate.

⁹ Government Equalities Office (2018) Trans People in the UK. Available at: https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/721642/GE_O-LGBT-factsheet.pdf (Accessed 25/01/2022)

4.13 Baseline summary

- 4.13.1 The relevant local authorities of Norfolk's proportions of the gender split are similar to England overall, however, there is less diversity in religion and race. Minority religions are all identified with in very low numbers, mostly lower than the national average. The diversity of different ethnicities is relatively low in the region as all minority ethnicities are recorded as lower than the national average.
- 4.13.2 The region is projected to have a growth in population, but also an aging population. The proportion of the population who would state that their day-to-day activities are limited by a long-term health problem or disability is slightly higher overall than the national average.
- 4.13.3 Norfolk generally has higher levels of employment than when compared to the national average, but average incomes are lower. There are some pockets of deprivation across Norfolk within Great Yarmouth and Norwich.
- 4.13.4 As detailed schemes and interventions come forward, these should be assessed in more detail to understand the potential impacts on specific local populations and vulnerable groups.

5 Impact Assessment

5.1 Introduction

- 5.1.1 The Local Transport Plan Strategy sets out Norfolk County Council's plans, policies and programmes on transport and transport infrastructure. The strategy details their approach to delivering a low carbon, well-connected transport network in Norfolk.
- 5.1.2 The IP details NCC's proposals for the implementation of the policies in the adopted strategy.
- 5.1.3 It is also essential to ensure that no groups with protected characteristics or other vulnerable people are adversely impacted by the IP. Certain equality groups are unlikely to be impacted specifically as a result of the IP and have been scoped out of this assessment. These include:
- Sexual orientation;
 - Gender re-assignment; and
 - Marriage.

5.2 Assessment Methodology

- 5.2.1 The impact assessment assesses the proposed actions under each transport policy for each objective outlined in the IP from an equality perspective. Impacts on protected characteristic groups are identified as positive, negative or neutral.
- 5.2.2 The assessment is included below in **Table 5-2**.

5.3 Assessment Summary

- 5.3.1 In summary, the majority of actions listed under the IP are likely to be beneficial to all or the majority of users of the transport network, including those falling under protected characteristic groups. A large number of actions will bring about benefits to air quality and active travel, which will subsequently result in improved physical and mental health of users of the transport networks along with other associated benefits, for which users in protected user groups will be particularly sensitive to.
- 5.3.2 Key areas where further consideration of protected characteristic groups may be needed include:
- Parking provision;
 - Implementation of digital services and technology;
 - Development and implementation of active travel schemes, including walking and cycling infrastructure and implementation of schemes such as electric bikes and e-scooters; and

- Development and improvement to public transport provision, including the bus and rail network.

5.3.3 A large number of actions will benefit from input from relevant, representative stakeholders during development and implementation of interventions. It is recommended that proportionate, meaningful and inclusive consultation is undertaken to identify potential impacts and maximise opportunities where there is potential for disproportionate impacts that are not understood.

Table 5-1 - Transport Policy Categories and Equality Effects

Symbol	Impact
+	Positive
0	Neutral
-	Negative

Table 5-2 - Equality Impact Assessment

Policy	Actions	Sex/gender	Religion	Age	Disability	Race	Pregnancy and maternity	Deprivation	Potential impacts	Mitigation measures / Recommendations
Policy 1: Prepare the county for future changes and challenges to ensure the best for our society, environment and economy.	Explore opportunities and funding for trials of new forms of transport and mobility (such as autonomous vehicles, or digitally connected vehicles)	+ -	0	+ -	+ -	-	0	+ -	<p><u>Age/disability</u></p> <p>+Potential to provide opportunities for older people and people with disabilities and lower mobility to connect by improving access in rural areas of Norfolk. This in turn could reduce isolation within these groups.</p> <p>+Autonomous vehicles eliminate the possibility for human error, reducing vehicle crashes, therefore offering a safer road environment. This would be beneficial particularly for people such as children and those suffering with visual and audio impairments, who are at more risk by incidents that occur on the roads.</p> <p>+Younger people without access to private vehicles would benefit from digitally connected transport which offers wider levels of participation.</p> <p>+People of all ages would benefit from better health outcomes by being able to use a better connected transport system, where active modes could be incorporated, leading to improvements in air quality and a more active travel pattern.</p> <p>- Elderly people, those with certain disabilities, those with lower levels of fluency in the English language and those most deprived may not have access to certain advanced technologies and therefore may be excluded through use of digital applications.</p>	<p>Trials of new modes of transport should be undertaken with appropriate methods and levels of stakeholder consultation, to ensure inclusive and representative feedback can inform performance reviews.</p> <p>Affordability to the end user and impacts on employment should be factored into any decision making, when selecting and implementing any new schemes.</p> <p>Access through digital technology to any such schemes (via the use of apps for example) should be inclusive of those with disabilities (sensory and learning), those with language barriers and those with limited understanding or access to smart phones and other technology (such as the elderly, more deprived and non-native English speakers).</p>

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									<u>Deprivation/Sex/Race</u> - Driverless vehicles are likely to result in job losses for those who depend on driving to make a living, resulting in less employment opportunities. Where demand is reduced for professional drivers, there may be indirect disproportionate impacts on other protected characteristic groups (sex and race for example), as it is likely that professional drivers are more likely to be male and may be from ethnic minorities, with English not as a first language (which may mean there are less alternatives for other employment) -New technologies may be expensive to implement and there is potential for the cost of travel to increase for the end user to accommodate new schemes. This may result in travel becoming less (or more in the reverse scenario) affordable for those with levels of deprivation	
	Explore the use of Artificial Intelligence and cognitive thinking to help plan for and manage transport networks.	+	+	- +	- +	+	+	+	<u>All Characteristics</u> Using data to inform transport offerings is likely to result in a more effective transport offering by operators. <u>Age/deprivation/disability</u> - Elderly people, those with certain disabilities and those most deprived may not have access to certain advanced technologies <u>Deprivation</u> - The use of AI could result in job losses for operatives, resulting in less employment opportunities.	Consideration should be given to those who may not have the same understanding of or access to technology (for example the elderly, those experiencing language barriers, those with certain disabilities or in low-income groups).
	Review and revise the highway network performance report. Increase the focus on public transport, walking	+	+	+	+	+	+	+	No protected groups are identified as specifically impacted. Increased focus on public transport, cleaner technologies and active travel is likely to benefit all groups.	None.

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	& cycling, electric vehicles and air quality.									
	Monitor outcomes and indicators in the Asset Management Strategy Performance framework.	+	+	+	+	+	+	+	No protected groups are identified as specifically impacted. Monitoring outcomes is likely to allow better informed and more inclusive decision making, and is likely to benefit all groups.	None.
	Undertake vulnerability assessments of transport networks: Undertake Resilient Network Assessment on core A roads which identify vulnerability	0	0	0	0	0	0	0	No protected groups are identified as specifically impacted.	None.
	Review Winter Service Policy	+	+	+	+	+	+	+	This action is likely to benefit all groups, but particularly older people and those with disabilities (who may be less independent, and less able to adapt to winter conditions when living rurally) and those in more deprived rural areas	None.
Policy 2: The priority for reducing emissions should be to support a shift to more sustainable modes and more efficient vehicles, including lower carbon technology and cleaner fuels; this includes the facilitation of necessary infrastructure.	Explore opportunities to participate in projects and trials to decarbonise the transport system Explore opportunities for first mile / last mile delivery solutions by for example autonomous or semi-autonomous electric vehicles / pods to reduce the numbers of van related delivery trips	0	0	+	+	0	+	+	<u>Age/disability/deprivation/pregnancy</u> + Reduction of vehicle emissions could benefit people who are vulnerable due to being younger or older, pregnant or carrying an underlying health condition or disability. There may also be some correlation for those in deprived urban areas, as they are more likely to have underlying health conditions that could be impacted by air quality. <u>Deprivation</u> +There is potential for job opportunities in low carbon and cleaner technologies and related infrastructures.	Schemes should be supported by transport models that consider displacement of traffic and air quality
	Deliver our Electric Vehicle (EV) strategy. The county council can play an important role in helping to increase the	+	0	+ -	0	0	0	- +	<u>Sex/age/deprivation/disability</u> +Electric vehicles (EV) could be more appealing to younger and older people, those with limited	Provide access or advice on suitable financial assistance to help cover or spread the cost of electric vehicle charging installation to make it more

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	uptake of electric vehicles by ensuring that the necessary charging infrastructure is in place.								<p>mobility and women, as EV tend to be lower maintenance than traditional cars</p> <p><u>Age/deprivation</u></p> <p>-Expensive upfront cost of vehicles and charging infrastructure might not be a viable option for older people and the most deprived.</p> <p><u>Deprivation</u></p> <p>+/- It is stated within the IP that the EV strategy will help to remove inequalities in access to charging points based on where people live or work, giving more people the opportunity to use electric vehicles. Housing in more densely populated, urban areas is less likely to have off-road parking and suitable access to private land and charging points. Therefore people living in these locations may be reliant on public charging facilities. An adequate network of public charging points in such locations should be developed in a timely manner to ensure people dwelling in more densely populated housing are not excluded. Furthermore, public charging points in these locations should be affordable and available at a comparable or fair market tariff to charging EV at private charging points.</p>	<p>appealing. This may require partnering up with other organisations to implement.</p> <p>Priority should be given to developing infrastructure in areas reliant on public infrastructure at a comparable or fair market tariff to the availability of private charging points.</p>
	Deliver 'Charge Collective,' a regional pilot looking to promote on-street charge points for electric vehicles. This is being conducted in partnership with our regional electricity network operators UK Power Networks	0	0	0	0	0	0	- +	<p><u>Deprivation</u></p> <p>+ It is stated within the IP that the EV strategy will help to remove inequalities in access to charging points based on where people live or work, giving more people the opportunity to use electric vehicles. Housing in more densely populated, urban areas is less likely to have off-road parking and suitable access to private land and charging points. Therefore people living in these locations may be reliant on public charging facilities. An adequate network of public charging points in such locations should be developed in a timely manner to ensure people dwelling in more densely populated housing are not excluded. Furthermore, public charging points in these</p>	<p>Priority should be given to developing infrastructure in areas reliant on public infrastructure at a comparable or fair market tariff to the availability of private charging points.</p>

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									locations should be affordable and available at a comparable or fair market tariff to charging EV at private charging points.	
	Take forward energy projects such as Local Area Energy Planning to ensure resilience of local energy networks required for a shift to electric vehicles	+	+	+	+	+	+	+	This action is likely to benefit all users, as long as the needs of protected characteristic users are considered.	None.
	Support Beryl Bikes and e-scooter trials and look at opportunities at expanding out the Beryl offer	+	+	+	-	+	-	-	<p>Support of these schemes is likely to benefit all users groups by encouraging active travel and encouraging modal shift away from private vehicles. This will in turn have beneficial implications for air quality and mental and physical health.</p> <p><u>Age/deprivation</u></p> <p>+Electric Bike and E-scooter schemes offer an alternative for younger people and those without access to private vehicles.</p> <p>-Access to these schemes for those who have not yet obtained a full driving licence or who are not confident on using the road network may put them at higher risk of accidents.</p> <p><u>Age/deprivation/disability</u></p> <p>-Access to these schemes may be reliant on digital applications and smart phones. Some older people and those with certain disabilities may have limited access or understanding of such applications, which then may act as a deterrence to use.</p> <p><u>Disability/pregnancy and maternity/age</u></p> <p>-Placement of parking stations for bikes and e-scooters have the potential to provide obstructions to those using mobility aids, wheelchairs and pushchairs</p>	<p>Accident levels and types of user should be monitored to assess whether interventions or improvements are needed.</p> <p>Provision of training should be considered (such as bikeability or cycling proficiency)</p> <p>Trials should evaluate parking locations and could consider enforced low speed zones if found to be beneficial, to reduce the risk of obstructions and accidents.</p> <p>Inclusive stakeholder engagement should be undertaken with disability groups and other relevant groups to inform outcome of trials, before they are implemented in full.</p>

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									- Improper use of bikes and e-scooters (for example speeding) in areas of public realm has the potential to increase risk to pedestrians.	
	Develop Local Cycling and Walking Infrastructure Plans (LCWIPs) for countywide coverage	+	+	+	+	+	+	+	<p>This action is likely to benefit all users, as long as the needs of protected characteristic users are considered.</p> <p>Improvements to air quality will be particularly relevant to older and younger people, those with respiratory conditions and those living in deprivation.</p> <p>An affordable and better connected transport system will encourage better mental and physical health and encourage modal shift away from private vehicles.</p>	Inclusive stakeholder engagement should be undertaken with relevant groups to ensure Plans are suitable for users in all protected characteristic groups.
	Work with Transport East on bringing forward EV infrastructure	0	0	0	0	0	0	0	No protected groups are identified as specifically impacted.	None.
	Adopt Parking Standards to (amongst other things) ensure every new home with a parking space has an EV charge point.	0	0	0	0	0	0	0	No protected groups are identified as specifically impacted.	None.
	Adopt EV parking standards for new workplaces and other new non-residential developments	0	0	0	0	0	0	0	No protected groups are identified as specifically impacted.	<p>EV parking standards should correlate with existing best practice guidance which details parameters for disabled parking bays.</p> <p>EV parking should not be implemented to the detriment of traditional disabled parking bay provision while there is still demand and other parking for cycles or other accessible or active modes of transport.</p>

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Policy 3: Innovation and new technologies will be embraced in order to respond to the new targets set by the recently adopted environmental policy.	Investigate the delivery of 'Mobility as a Service' solutions. Such solutions could range from car-sharing to phone apps that allow customers to make easy, multi-modal journeys. The customer simply enters details of the journey they wish to make, and the app plans the journey and makes a single charge to the customer	+	+	+	+	+	+	+	<p>Provided this action is implemented on a voluntary, basis, this scheme is anticipated to be beneficial to all groups. Benefits are likely to include modal shift to active travel and public transport, leading to better air quality and increased mental and physical health, a better connected community leading to less social isolation and opportunities for financial savings for users.</p> <p><u>Age/deprivation/race/disability</u></p> <p>- Elderly people and those most deprived may not have access to certain advanced or digital technologies or have the same level of understanding due to learning difficulties, sensory impairments or language barriers.</p> <p>-Any charges to the user should be proportionate and affordable to limit barriers to those living in deprivation.</p>	<p>Ensure any digital applications are inclusive of users in all protective characteristic groups, in terms of usability and affordability.</p> <p>Inclusive stakeholder engagement should be undertaken with relevant groups to ensure these services are suitable for users in all protected characteristic groups.</p>
	Seek opportunities to improve digital connectivity	+	+	+	+	+	+	+	<p>This action is likely to benefit all users, as long as the needs of protected characteristic users are considered.</p>	None.
	Explore and utilise innovative monitoring equipment to show usage of the transport network (eg video technology that recognises different user types, use of GPS, mobile or telephone data)	+	+	+	+	+	+	+	<p>This action is likely to benefit all users.</p>	None.
	Investigate trial of a smart street, showcasing a range of technological innovations to enable better service delivery across a range of	+	+	+	+	+	+	+	<p>This action is likely to benefit all users, as long as the needs of protected characteristic users are considered.</p>	<p>Inclusive stakeholder engagement should be undertaken with relevant groups to ensure these services are suitable for users in all protected characteristic groups.</p>

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	functions (e.g. street bins, air quality, street usage)									
	Explore the use of low-cost air quality monitoring equipment including trialling the use of innovative, low-cost and portable devices	+	+	+	+	+	+	+	This action is likely to benefit all users. Improvements to air quality will be particularly relevant to older and younger people, those with respiratory conditions and those living in deprivation.	None.
	Work with Transport East on Regional Agent Base Model + travel and behaviour data. This is an innovative modelling tool	+	+	+	+	+	+	+	No protected groups are identified as specifically impacted. Using tools such as this is likely to allow better informed and more inclusive decision making, and is likely to benefit all groups.	None.
	Implement the Bus Service Improvement Plan objective of multi-operator ticketing	+	0	+	+	0	0	+	This action is likely to benefit all users. <u>Age/disability</u> +Multi-operator ticketing could especially benefit those who find travel overwhelming by offering convenient travel, making journeys via different operators less daunting. <u>Deprivation/age/sex</u> +A multi-operator ticketing system is more likely to provide better value for money for bus services, which is particularly beneficial for those with levels of deprivation, younger and older people and women who are more likely to use bus services.	None.
Policy 4: Behaviour change and interventions that can help to increase the use of sustainable transport will be implemented.	Develop an online information hub under the brand of Travel Norfolk to encourage behaviour change. This will act as a journey planner that encourages sustainable travel as the preferred method of transport. This hub will also provide a	+	+	+	+	+	+	+	This action is likely to benefit most users, as long as the needs of protected characteristic users are considered. <u>Age/deprivation/race/disability</u> - Elderly people and those most deprived may not have access to certain advanced technologies. Barriers to use may also be found by those with certain disabilities or for those	Ensure that resources are available in accessible formats. Consider providing alternative resources to an online hub for those who cannot easily access this information.

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	high quality resource of information to help people break down barriers that remain to using sustainable transport.								whose literacy or proficiency in the English language is lower.	
	Promote behaviour change through Getting Norfolk Active: Active Norfolk's 2021-2026 strategy <ul style="list-style-type: none"> Advocating for walking and cycling to be the first choice for short journey Promoting physical activity's contribution to carbon reduction targets Addressing other barriers that prevent this positive behaviour change	+	+	+ -	+ -	+	+	+	This action is likely to benefit most users, as long as the needs of protected characteristic users are considered. <u>Disability/age</u> -May exclude people with certain disabilities and limited mobility	Ensure that the strategy is inclusive and accessible to all abilities.
	Deliver travel plans at residential development	0	0	0	0	0	0	0	No protected groups are identified as specifically impacted.	None.
	Monitor travel habits at residential developments through travel plans delivered via our AtoBetter programme	+	+	+	+	+	+	+	No protected groups are identified as specifically impacted. Using tools such as this is likely to allow better informed and more inclusive decision making, and is likely to benefit all groups.	None.
Policy 5: New development should be well located and connected to maximise use of sustainable and active transport options, making them more attractive places to live,	Review the planning and health protocol to ensure principles of health and wellbeing are adequately considered in plan making, and when evaluating and determining planning applications. This will include considerations of	+	+	+	+	+	+	+	This action is likely to benefit most users, as long as the needs of protected characteristic users are considered. <u>Disability</u> +Considerations of accessibility of public and active travel options will be beneficial to those with disabilities.	Further EqIA may be required during development of the protocol to ensure all impacts are captured.

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thus supporting a strong sense of the public realm.	connection to, and accessibility of, public and active travel options									
	Review the Norfolk Infrastructure Delivery Plan (NSIDP) to ensure it captures the full range of projects being delivered to support growth including decarbonisation projects, and transport projects focused on active travel, public transport and decarbonisation	+	+	+	+	+	+	+	This action is likely to benefit most users, as long as the needs of protected characteristic users are considered.	None.
	Review and roll forward the market town Network Improvement Strategies	0	0	0	0	0	0	0	This action is likely to benefit most users, as long as the needs of protected characteristic users are considered. No protected groups are identified as specifically impacted at the LTP4 policy level.	Further project specific EqlA may be required during development of the strategies to ensure all impacts are captured.
	Take forward work with partners on infrastructure requirements to unlock growth, including: <ul style="list-style-type: none"> N Walsham housing link road East Norwich masterplan W Winch masterplan Thetford A11 junctions and successor to link road work Bradwell 	0	0	0	0	0	0	0	No protected groups are identified as specifically impacted at the LTP4 policy level.	Further project specific EqlA may be required during implementation of these schemes to ensure all impacts are captured.
	Review Safe Sustainable Development (guidance document for new developments)	0	0	0	0	0	0	0	0	No protected groups are identified as specifically impacted at the LTP4 policy level.

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	Review Parking Standards	0	0	0	0	0	0	0	<p>No protected groups are identified as specifically impacted at the LTP4 policy level.</p> <p><u>Disabled/age/deprivation</u></p> <p>However, changes in parking could impact adversely on disabled drivers and passengers, and those who rely on blue badge and designated disabled parking to access services. Provision of these should be retained where necessary and any reductions of public parking should be mindful of the requirements of these groups.</p> <p>Parking charges controlled by the local authority should be affordable and fair so as to not impose unnecessary barriers to those living with deprivation.</p>	<p>Further EqlA should be undertaken during development of the standards to ensure all impacts are captured.</p> <p>Standards should be in accordance with best practice design standards for parking provision.</p> <p>It is recommended that inclusive consultation is undertaken with relevant stakeholders (particularly those representing disabled groups and the elderly) to understand the needs of the community.</p>
	Work as part of the Greater Norwich Development Partnership and Greater Norwich Local Plan Partnership	+	+	+	+	+	+	+	<p>This action is likely to benefit most users, as long as the needs of protected characteristic users are considered. No protected groups are identified as specifically impacted at the LTP4 policy level.</p>	None.
	Work with district councils as local plans are reviewed	+	+	+	+	+	+	+	<p>This action is likely to benefit most users, as long as the needs of protected characteristic users are considered. No protected groups are identified as specifically impacted at the LTP4 policy level.</p>	It is recommended that this is done in addition to inclusive consultation with relevant stakeholders to understand the needs of the community.
	Provide comments on neighbourhood plans to inform their development	+	+	+	+	+	+	+	<p>This action is likely to benefit most users, as long as the needs of protected characteristic users are considered. No protected groups are identified as specifically impacted at the LTP4 policy level.</p>	It is recommended that this is done in addition to inclusive consultation with relevant stakeholders to understand the needs of the community.
	Work with county council service providers on location of services, eg schools	+	+	+	+	+	+	+	<p>This action is likely to benefit most users, as long as the needs of protected characteristic users are considered. No protected groups are identified as specifically impacted at the LTP4 policy level.</p>	<p>Further EqlA may be required when selecting service locations to ensure all impacts are captured.</p> <p>It is recommended that this is done in addition to inclusive consultation with</p>

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										relevant stakeholders to understand the needs of the community.
	Work closely with DfT, National Highways, Network Rail / Great British Railways and other local authorities to influence transport decisions in Norfolk to ensure good connectivity to new developments	0	0	+	+	0	0	+	<u>Age/disability/deprivation</u> +Improved connectivity could benefit people who may feel excluded by current transport networks <u>Deprivation</u> +Improved connectivity may enable people from low-income areas to travel easier for work, creating more accessible job opportunities.	It is recommended that this is done in addition to inclusive consultation with relevant stakeholders to understand the needs of the community.
Policy 6: We will seek to ensure that any adverse effects of new development on the transport network are mitigated through developer contributions.	Consider options for monitoring and offsetting carbon impacts arising from new development Alongside this, develop carbon plans and budgets and devise methodologies to achieve carbon neutrality from new development Write these into future reviews of our guidance documents for new developments	0	0	0	0	0	0	0	This action is likely to benefit all users, as long as the needs of protected characteristic users are considered. No protected groups are identified as specifically impacted at the LTP4 policy level.	None.
	Work with other active travel groups to expand sustainable travel plans to schools.	+	+	0	0	0	0	0	<u>Age/sex</u> +This would likely benefit children and young people the most as active travel can have many benefits for children in terms of health and physical activity as well as improving road safety awareness. +Sustainable travel plans will also be beneficial to those providing education escort, which most commonly are women.	It is recommended that this is done in addition to inclusive consultation with relevant stakeholders to understand the needs of the community.
	Engage with developers in pre-application discussions on major	0	0	0	0	0	0	0	No protected groups are identified as specifically impacted at the LTP4 policy level.	It is recommended that this is done in addition to inclusive consultation with

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	<p>sites to secure sustainable transport links</p> <p>In our role as statutory consultee on planning applications, seek sustainable transport links</p>									<p>relevant stakeholders to understand the needs of the community.</p> <p>Consideration should be given to inclusive infrastructure such as cycle parking suitable for inclusive cycles.</p>
	Develop proposals for, and introduce, pre-application charges	0	0	0	0	0	0	0	No protected groups are identified as specifically impacted at the LTP4 policy level. However, it is assumed that pre-application charges will not act as a barrier for developers looking to develop community schemes or affordable housing.	None.
	Work with partners on the development of land-use planning documents: See above, policy 5	0	0	0	0	0	0	0	No protected groups are identified as specifically impacted at the LTP4 policy level.	It is recommended that this is done in addition to inclusive consultation with relevant stakeholders to understand the needs of the community.
	<p>Review Safe Sustainable Development</p> <p>Review Parking Standards</p>	0	0	0	0	0	0	0	<p>No protected groups are identified as specifically impacted at the LTP4 policy level, as a result of this action.</p> <p><u>Disabled/age/deprivation</u></p> <p>However, changes in parking could impact adversely on disabled drivers and passengers, and those who rely on blue badge and designated disabled parking to access services. Provision of these should be retained where necessary and any reductions of public parking should be mindful of the requirements of these groups.</p> <p>Parking charges controlled by the local authority should be affordable and fair so as to not impose unnecessary barriers to those living with deprivation.</p>	<p>Further EqIA should be undertaken during development of the standards to ensure all impacts are captured.</p> <p>Standards should be in accordance with best practice design standards for parking provision.</p> <p>It is recommended that inclusive consultation is undertaken with relevant stakeholders (particularly those representing disabled groups and the elderly) to understand the needs of the community.</p>
	Deliver travel plans at residential development	+	+	+	+	+	+	+	Travel plans for new residential developments should be beneficial to all users, both by providing tailored planning and a feedback loop	It is recommended that this is done in addition to inclusive consultation with relevant stakeholders to understand the

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									which can be used to influence behaviour and engagement. No protected groups are identified as specifically impacted at the LTP4 policy level.	needs of the community, including education facilities. Consideration should be given to inclusive infrastructure.
Policy 7: In air quality management areas (AQMA) development will need to demonstrate its positive contribution to tackling the air quality problem	Roll-forward our 2022 review of Safe Sustainable Development to adopt guidance on our expectations of how developers would need to demonstrate how development would address air quality or bring forward measures to address the issue.	+	+	+	+	+	+	+	This action is likely to benefit all users, as long as the needs of protected characteristic users are considered.	None.
	Take account of any changes to UK law, best practice or guidance following new air quality guidelines announced by the World Health Organisation in 2021.	0	0	0	0	0	0	0	No protected groups are identified as specifically impacted.	None.
Policy 8: Our priority will be to improve major road and rail connections between larger places in the county, and to major ports, airports and cities in the rest of the UK.	Make the case for early electrification of the remainder of the rail network serving the county	0	0	0	0	0	0	0	No protected groups are identified as specifically impacted.	None.
	Look to secure inclusion of rail, trunk road and major road networks in digitally-connected programmes.	0	0	0	0	0	0	0	No protected groups are identified as specifically impacted.	None.
	Remain an active member of Transport East and work with Transport East on	0	0	0	0	0	0	0	No protected groups are identified as specifically impacted.	None.

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	development of its transport strategy and its subsequent delivery, and any review									
	Work with Transport East on Connectivity Study Work with Transport East on Rail Connectivity	0	0	0	0	0	0	0	No protected groups are identified as specifically impacted.	Ensure consideration is given to protected characteristic group users when participating in Transport East activities.
	Continue to lead and coordinate the A47 Alliance Review the Alliance programme and activities to include further focus on carbon and technology (See Policy 9)	0	0	0	0	0	0	0	No protected groups are identified as specifically impacted.	None.
	Work with partners on Task Forces and other consortia making the case for rail improvements. These include: <ul style="list-style-type: none"> East West Rail (EWR) Main Line Partnership (formerly the Consortium) to build the case and the evidence base for the East West Rail Main Line Great Eastern Main Line (GEML) Task Force (Norwich to London) Ely Task Force (to make the case for improvements that would unlock a range of	0	0	0	0	0	0	0	This action is likely to benefit all users, as long as the needs of protected characteristic users are considered. No protected groups are identified as specifically impacted at the LTP4 policy level.	None.

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	passenger and freight services)									
	Work with partners to understand the evidence base to identify and secure improvements to transport gateways	0	0	0	0	0	0	0	No protected groups are identified as specifically impacted.	Ensure inclusive consultation is undertaken where necessary and relevant stakeholders are represented in action groups.
	Take forward schemes that are included in the current government large local major and major road network funding streams; and develop the forward pipeline of projects.	0	0	0	0	0	0	0	No protected groups are identified as specifically impacted at the LTP4 policy level.	Further project specific EqlA may be required during implementation of these schemes to ensure all impacts are captured.
	Assess the carbon impacts of schemes the county council brings forward	0	0	0	0	0	0	0	No protected groups are identified as specifically impacted.	None.
Policy 9: Our priority for improved connectivity will be for it to be via clean transport modes.	Investigate funding opportunities to deliver a range of initiatives to deliver clean freight including e-cargo bikes, freight consolidation centres (where last-mile deliveries are made by clean modes) and more innovative technologies such as drones or automated vehicles / pods (see Policy 2)	+ -	+	+	+	+	+	+ -	This action is likely to benefit all users, in terms of benefits to air quality. <u>Deprivation/race/sex</u> There is potential for job creation and/or loss for those involved in the delivery industry (who are more likely to be male) should roles be consolidated or automated vehicles used. This industry may also be more highly represented by those from ethnic minorities or with lower levels of qualifications, which could impact upon their ability to obtain other jobs if employment opportunities are lost.	Where opportunities for consolidation are identified, opportunities to upskill or diversify existing workforces should also be explored. Where possible, this should be factored into funding of schemes.
	Prepare evidence to support the case for improvements, reviewing previous work to – in particular – update and	0	0	0	0	0	0	0	No protected groups are identified as specifically impacted.	None.

Policy	Actions	Sex/gender	Religion	Age	Disability	Race	Pregnancy and maternity	Deprivation	Potential impacts	Mitigation measures / Recommendations
	build in low carbon objectives and the future role of the A47 given technological advancements									
	Work with National Highways to secure active travel and public transport improvements on the trunk road network	+	+	+	+	+	+	+	This action is likely to benefit all users, as long as the needs of protected characteristic users are considered.	It is recommended that this is done in addition to inclusive consultation with relevant stakeholders to understand the needs of the community and maximise opportunity.
	Actively seek funding investment from central government in partnership with bus operators to bring zero emissions busses to Norfolk and enable a transition to zero emissions vehicles	+	+	+	+	+	+	+	This action is likely to benefit all users. No protected groups are identified as specifically impacted.	Funding applications should account for consideration of protected characteristic groups in the final design and implementation of zero emissions vehicle networks.
	Implement a Behaviour Change Programme	+	+	+	+	+	+	+	This action is likely to benefit all users, as long as the needs of protected characteristic users are considered.	It is recommended that inclusive consultation is undertaken with relevant stakeholders to understand the needs of the community, and how most effectively to engage with end users in protected characteristic groups.
	Develop LCWIPs to set out policy for walking and cycling	+	+	+	+	+	+	+	<p>This action is likely to benefit all users, as long as the needs of protected characteristic users are considered.</p> <p>Improvements to air quality will be particularly relevant to older and younger people, those with respiratory conditions and those living in deprivation.</p> <p>An affordable and better connected transport system will encourage better mental and physical health and encourage modal shift away from private vehicles.</p>	Inclusive stakeholder engagement should be undertaken with relevant groups to ensure Plans are suitable for users in all protected characteristic groups.

Policy	Actions	Sex/gender	Religion	Age	Disability	Race	Pregnancy and maternity	Deprivation	Potential impacts	Mitigation measures / Recommendations
	Deliver our EV strategy	0	0	0	0	0	0	0	No protected groups are identified as specifically impacted.	None.
Policy 10: We will seek to improve connectivity between rural areas and services in urban centres.	Develop countywide Local Cycling and Walking Infrastructure Plans (LCWIPs)	+	+	+	+	+	+	+	This action is likely to benefit all users, as long as the needs of protected characteristic users are considered.	None.
	Consult on the draft Walking and Cycling Strategy	0	0	0	0	0	0	0	No protected groups are identified as specifically impacted.	None.
	Implement the Bus Service Improvement Plan to improve public transport services and infrastructure connecting into settlements	+	+	+	+	+	+	+	This action is likely to benefit all users, as long as the needs of protected characteristic users are considered. This will possibly benefit people in low-income/deprived areas and older people who will have better connectivity to local areas.	None.
	Trial innovative technology in different parts of the network by developing prototypes, preferably with local companies	0	0	0	0	0	0	0	No protected groups are identified as specifically impacted.	None.
	Deliver our EV strategy: Encourage stakeholders to deliver charge points at other key destinations including supermarkets and rail stations	0	0	0	0	0	0	0	+This could encourage people to switch to electric vehicles who otherwise wouldn't because of inconvenience as they would be more accessible, and will therefore provide wider benefits to air quality, beneficial for all protected characteristic groups, but particularly age, disability, race and deprivation. <u>Deprivation</u> -Charging and vehicle restriction schemes have the potential to disproportionately affect those in deprived areas who may be less able to adapt and accommodate charges and changes	Any vehicle restriction and charging schemes should be subject to consultation, and care should be taken not to disadvantage those in deprived areas.

Policy	Actions	Sex/gender	Religion	Age	Disability	Race	Pregnancy and maternity	Deprivation	Potential impacts	Mitigation measures / Recommendations
									-Stakeholders may be inclined to charge higher tariffs for electrical charging stations.	
	Investigate the delivery of 'Mobility as a Service' solutions. See Policy 3	+	+	+	+	+	+	+	<p>Delivery of Mobility as a Service, when implemented on a voluntary basis, is anticipated to be beneficial to all groups. Benefits are likely to include modal shift to active travel and public transport, leading to better air quality and increased mental and physical health, a better connected community leading to less social isolation and opportunities for financial savings for users.</p> <p><u>Age/deprivation/race/disability</u></p> <p>- Elderly people and those most deprived may not have access to certain advanced or digital technologies or have the same level of understanding due to learning difficulties, sensory impairments or language barriers.</p> <p>-Any charges to the user should be proportionate and affordable to limit barriers to those living in deprivation.</p>	<p>Ensure any digital applications are inclusive of users in all protective characteristic groups, in terms of usability and affordability.</p> <p>Inclusive stakeholder engagement should be undertaken with relevant groups to ensure these services are suitable for users in all protected characteristic groups.</p>
Policy 11: Action will be taken to improve air quality in urban centres, including investigating vehicular restrictions or charging, in order for air quality to fall below the threshold for Air Quality Management Areas.	Undertake appropriate and proportionate whole life carbon assessments on proposed schemes including construction and use of the asset	0	0	0	0	0	0	0	No protected groups are identified as specifically impacted.	None.
	Deliver net zero carbon on our own estate	0	0	0	0	0	0	0	No protected groups are identified as specifically impacted.	None.
	Work with Transport East on the Decarbonisation analysis toolkit (being led by England's Economic Heartland)	0	0	0	0	0	0	0	No protected groups are identified as specifically impacted.	None.

Policy	Actions	Sex/gender	Religion	Age	Disability	Race	Pregnancy and maternity	Deprivation	Potential impacts	Mitigation measures / Recommendations
	Work with Transport East on alternative fuels (being led by Midlands Connect)	0	0	0	0	0	0	0	No protected groups are identified as specifically impacted.	None.
	Develop our assessment criteria for schemes on the project pipeline to consider their impact across the range of LTP4 objectives	0	0	0	0	0	0	0	No protected groups are identified as specifically impacted, although there is potential for economic benefits or political factors to take priority over other factors when schemes are selected.	When determining the definition and importance of criteria for schemes, an appropriate balance should be applied to ensure that social value and benefits to the community (included end users within protected characteristic groups) are incorporated, in addition to economic, political and environmental factors.
	Consider implications of LTP guidance and take appropriate and necessary action on carbon as required in the guidance.	0	0	0	0	0	0	0	No protected groups are identified as specifically impacted.	None.
	Consider implication of LTP guidance on future reviews of the LTP	0	0	0	0	0	0	0	No protected groups are identified as specifically impacted.	None.
	Investigate working with Broads Authority and other partners on decarbonising waterways	0	0	0	0	0	0	+	<u>Deprivation</u> +There is potential for employment opportunities and upskilling of the workforce.	None.
	Deliver a range of actions to reduce carbon. These include delivery of the EV strategy, investment in active travel networks, rollout of digital connectivity to reduce travel, and working with partners to influence the location and nature of development. These	+	+	+	+	+	+	+ -	This action is likely to benefit all users in terms of benefits to air quality. <u>Age/deprivation/disability</u> +An EV strategy would encourage reductions in air pollution, which is of particular benefit to those with underlying respiratory ailments, and the younger and older populations, and those in urban (and therefore possibly deprived) areas where air quality is likely to be lowest. <u>Deprivation</u>	Any vehicle restriction and charging schemes should be subject to consultation, and care should be taken not to disadvantage those in deprived areas. Ensure inclusive consultation is undertaken where necessary and relevant stakeholders are represented in action groups. Implementation of schemes may require further consideration of protected groups

Policy	Actions	Sex/gender	Religion	Age	Disability	Race	Pregnancy and maternity	Deprivation	Potential impacts	Mitigation measures / Recommendations
	actions are detailed elsewhere in the IP.								-Charging and vehicle restriction schemes have the potential to disproportionately affect those in deprived areas who may be less able to adapt and accommodate charges and changes	and EqlA to capture impacts and maximise opportunities.
Policy 12: We will change our transport network to work towards carbon neutrality by 2030.	Deliver Transport for Norwich (TfN) Strategy including development of feasibility work on a range of measures to reduce traffic (examination of amongst other things Clean Air Zone, Workplace parking place levy, Road charging / congestion charge, Vehicle bans (eg prohibiting petrol and diesel engine vehicles from the city centre))	+	+	+	+	+	+	+ -	<p>This action is likely to benefit all users in terms of benefits to air quality.</p> <p><u>Age/deprivation</u></p> <p>+An EV strategy would encourage reductions in air pollution, which is of particular benefit to those with underlying respiratory ailments, and the younger and older populations, and those in urban (and therefore possibly deprived) areas where air quality is likely to be lowest.</p> <p><u>Deprivation</u></p> <p>-Vehicle bans for petrol and diesel engines have the potential to disproportionately affect those in deprived areas who may be less able to adapt and accommodate charges and changes.</p>	<p>Adequate accessible and inclusive facilities (such as electric car charging points and secure cycle parking) should be incorporated where necessary to ensure uptake of network improvements by users.</p> <p>Ensure inclusive consultation is undertaken where necessary and relevant stakeholders are represented in action groups.</p>
	Review King's Lynn transport strategy	0	0	0	0	0	0	0	No protected groups are identified as specifically impacted at the LTP4 policy level.	Ensure inclusive consultation is undertaken where necessary and relevant stakeholders are represented in action groups.
	Review Great Yarmouth transport strategy	0	0	0	0	0	0	0	No protected groups are identified as specifically impacted at the LTP4 policy level.	Ensure inclusive consultation is undertaken where necessary and relevant stakeholders are represented in action groups.
	Promote behaviour change work	+	+	+	+	+	+	+	This action is likely to benefit all users, as long as the needs of protected characteristic users are considered.	Ensure inclusive consultation is undertaken where necessary and relevant stakeholders are represented in action groups, to ensure effective engagement by end users.
	Work with bus operators and other transport	+	+	+	+	+	+	+	No protected groups are identified as specifically impacted, but this action will be beneficial to all in terms of benefits to air quality, particularly the	None.

Policy	Actions	Sex/gender	Religion	Age	Disability	Race	Pregnancy and maternity	Deprivation	Potential impacts	Mitigation measures / Recommendations
	providers to achieve a shift to clean fuels								disabled, the young and old and those in deprived areas.	
	Explore the use of low-cost air quality monitoring equipment, survey equipment	0	0	0	0	0	0	0	No protected groups are identified as specifically impacted.	None.
	Develop and implement LCWIPs,	+	+	+	+	+	+	+	<p>This action is likely to benefit all users, as long as the needs of protected characteristic users are considered.</p> <p>Improvements to air quality will be particularly relevant to older and younger people, those with respiratory conditions and those living in deprivation.</p> <p>An affordable and better connected transport system will encourage better mental and physical health and encourage modal shift away from private vehicles.</p>	Inclusive stakeholder engagement should be undertaken with relevant groups to ensure Plans are suitable for users in all protected characteristic groups.
Policy 13: Quality of place will be improved through improving the transport network.	Undertake proportionate assessments of schemes to consider their impact across the range of LTP4 objectives								No protected groups are identified as specifically impacted, although there is potential for economic benefits or political factors to take priority over other factors when schemes are selected.	Ensure EqIA is carried out where necessary, and inclusive stakeholder consultation is used to inform decisions.
	Develop our assessment criteria for schemes on the project pipeline to consider their impact across the range of LTP4 objectives	0	0	0	0	0	0	0		When determining the definition and importance of criteria for schemes, an appropriate balance should be applied to ensure that social value and benefits to the community (included end users within protected characteristic groups) are incorporated, in addition to economic, political and environmental factors.
	Apply a Healthy Streets approach in Norfolk. This approach has been adopted for Norwich in the Transport for Norwich Strategy.	+	+	+	+	+	+	+	<p>This action is likely to benefit all users, as long as the needs of protected characteristic users are considered.</p> <p><u>Age/disability</u></p> <p>+Providing safe and welcoming spaces for everyone through a Healthy Streets approach</p>	Development of Healthy Streets may benefit from consultation with those using existing and implementing existing schemes to understand any lessons learnt.

Policy	Actions	Sex/gender	Religion	Age	Disability	Race	Pregnancy and maternity	Deprivation	Potential impacts	Mitigation measures / Recommendations
									would be especially beneficial for older people, children and disabled people.	
	Identify opportunities for linear habitat creation along the active travel network as part of an integrated approach between active travel and Greenways to Greenspaces.	+	+	+ -	+ -	+	+ -	+	<p>This action is likely to benefit all users, as long as the needs of protected characteristic users are considered. Green infrastructure can be beneficial to whole communities. Green spaces can contribute to the health and wellbeing of people of all ages and backgrounds.</p> <p><u>Disability/pregnancy and maternity/age</u></p> <p>-There is potential for placement of green infrastructure to cause obstruction for those using mobility aids, wheelchairs or pushchairs.</p>	Obstructions should be eliminated and street furniture/green infrastructure should be designed in keeping with minimum space allowances as stated in best practice guidance (for example LTN 120 ¹⁰ or Manual for the Streets ¹¹), where it would encroach on footways and cycleways.
Policy 14: Agencies in Norfolk should tackle accessibility problems in partnership, targeting those communities most in need. Accessibility should be planned as part of service delivery.	Deliver the Bus Service Improvement Plan (BSIP). The BSIP includes a range of interventions including more frequent and reliable services, integration of services with other forms of transport, improvements to fares and ticketing and improvements to the bus passenger experience including 100 zero emission buses from 2025, and more accessible and higher quality buses	+	+	+	+	+	+	+	<p>This action is likely to benefit all users, as long as the needs of protected characteristic users are considered. More frequent and reliable services will enable a more effective modal shift from private vehicles to public transport and active travel, with associated benefits to physical and mental health and better air quality.</p> <p><u>Age/disability</u></p> <p>+Multi-operator ticketing could especially benefit those who find travel overwhelming by offering convenient travel, making journeys via different operators less daunting.</p> <p><u>Deprivation/age/sex</u></p> <p>+A multi-operator ticketing system is more likely to provide better value for money for bus services, which is particularly beneficial for those with levels of deprivation, younger and older people and women who are more likely to use bus services.</p>	None.

¹⁰ Department for Transport 2020, Cycle Infrastructure Design LTN 120. Available online at: <https://www.gov.uk/government/publications/cycle-infrastructure-design-ltn-120>

¹¹ Department for Transport 2007, Manual for the Streets. Available online at: https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/341513/pdfmanforstreets.pdf

Policy	Actions	Sex/gender	Religion	Age	Disability	Race	Pregnancy and maternity	Deprivation	Potential impacts	Mitigation measures / Recommendations
									<p>This will possibly benefit people in low-income/deprived areas and older people who will have better connectivity to local areas.</p> <p><u>Disability/pregnancy and maternity/age</u></p> <p>+More accessible and higher quality buses will benefit those who may find current bus layouts restrictive.</p> <p>+Assistance for those with sensory impairments on board, such as audio announcements or screens with route maps will be of benefit if not already in use.</p>	
	Make an Enhanced Partnership Plan and Enhanced Partnership Scheme	0	0	0	0	0	0	0	No protected groups are identified as specifically impacted.	None.
	Facilitate the commercial operation of the bus network through physical design including busways, bus priority and advising local planning authorities on appropriate estate design	0	0	0	0	0	0	0	No protected groups are identified as specifically impacted at the LTP4 policy level.	Inclusive stakeholder consultation should be undertaken to inform design, and where necessary, EqIA should be carried out.
	Support roll out of improved digital connectivity in rural areas.	+	0	+ -	+	0	+	+ -	<p><u>Deprivation/disability/sex/age</u></p> <p>+Improving digital connectivity in rural areas that may be deprived would benefit the community by improving access to services.</p> <p>+Improving digital connectivity for those who are more housebound, unable to travel for long periods of time, or for who it is more economically viable to stay at home (for example those with mobility restrictions, medical conditions which make travel difficult and mothers caring for infants) may provide better opportunity for alternative employment where digital services were previously less reliable, and</p>	Ensure that all protected characteristics can benefit from the roll out without excluding those who may not be able to adapt easily.

Policy	Actions	Sex/gender	Religion	Age	Disability	Race	Pregnancy and maternity	Deprivation	Potential impacts	Mitigation measures / Recommendations
									opportunities for connection with online communities. <u>Age, deprivation</u> -Improved digital connectivity may exclude older people or those in deprived areas who may not have access to, or understanding of certain advanced technologies	
	Represent the county council on the Board of Community Rail Norfolk	0	0	0	0	0	0	0	No protected groups are identified as specifically impacted.	None.
	Work within the county council and with other partners to plan accessibility as part of service delivery	+	+	+	+	+	+	+	This action is likely to benefit all users, as long as the needs of protected characteristic users are considered. <u>Disability/age</u> +Improving accessibility, particularly for access to healthcare and education facilities, as part of service delivery will directly impact those that fall under the protected characteristics positively.	Include relevant stakeholders in any consultation activities or action groups.
	Work with Transport East on Regional rural mobility centre of excellence Work with Transport East on Regional rural mobility case for investment (led by the Western Gateway)	0	0	+	+	0	0	+	<u>Age/disability/deprivation</u> +Improved connectivity could benefit people living in rural areas who may feel excluded by current transport networks	None.
	Explore opportunities to secure funding to develop and trial innovative rural mobility solutions	0	0	0	0	0	0	0	No protected groups are identified as specifically impacted, but this action is likely to benefit all users, as long as the needs of protected characteristic users are considered.	Inclusive consultation should be undertaken to understand the success of trials for those falling under protected characteristic groups. .
	Investigate the delivery of 'Mobility as a Service' solutions. See Policy 3	+	+	+	-	-	+	-	Delivery of Mobility as a Service, when implemented on a voluntary basis, is anticipated to be beneficial to all groups. Benefits are likely to include modal shift to active travel and public transport, leading to better air quality and	Ensure any digital applications are inclusive of users in all protective characteristic groups, in terms of usability and affordability.

Policy	Actions	Sex/gender	Religion	Age	Disability	Race	Pregnancy and maternity	Deprivation	Potential impacts	Mitigation measures / Recommendations
									<p>increased mental and physical health, a better connected community leading to less social isolation and opportunities for financial savings for users.</p> <p><u>Age/deprivation/race/disability</u></p> <p>- Elderly people and those most deprived may not have access to certain advanced or digital technologies or have the same level of understanding due to learning difficulties, sensory impairments or language barriers.</p> <p>-Any charges to the user should be proportionate and affordable to limit barriers to those living in deprivation.</p>	Inclusive stakeholder engagement should be undertaken with relevant groups to ensure these services are suitable for users in all protected characteristic groups.
Policy 15: Priority on some routes should be given to sustainable and active modes of transport.	Prioritise space for certain types of user in urban areas, putting in dedicated, segregated lanes for public transport and / or cycling. We will do this when we implement transport strategies in urban areas and market towns (See Policy 12 and Policy 5)	+	+	+	-	+	+	+	<p>This action is likely to benefit all users, as long as the needs of protected characteristic users are considered.</p> <p><u>Age/disability</u></p> <p>-Where new infrastructure results in the loss of parking facilities, this may adversely impact those such as the elderly or disabled who rely on vehicle travel to access services, and who may have to park further away.</p>	<p>Cycle and pedestrian infrastructure should be designed in keeping with best practice guidance (for example LTN 120¹² or Manual for the Streets¹³).</p> <p>Street furniture should not form obstructions for users, and placement should be considerate of users with restricted mobility, using assistance animals and mobility aids and those using pushchairs.</p> <p>Development should be in accordance with best practice design standards for parking provision. It is recommended that inclusive consultation is undertaken with relevant stakeholders (particularly those representing disabled groups and the elderly) to understand the needs of the community.</p>

¹² Department for Transport 2020, Cycle Infrastructure Design LTN 120. Available online at: <https://www.gov.uk/government/publications/cycle-infrastructure-design-ltn-120>

¹³ Department for Transport 2007, Manual for the Streets. Available online at: https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/341513/pdfmanforstreets.pdf

Policy	Actions	Sex/gender	Religion	Age	Disability	Race	Pregnancy and maternity	Deprivation	Potential impacts	Mitigation measures / Recommendations
	Develop countywide Local Cycling and Walking Infrastructure Plans (LCWIPs)	+	+	+	+	+	+	+	<p>This action is likely to benefit all users, as long as the needs of protected characteristic users are considered.</p> <p>Improvements to air quality will be particularly relevant to older and younger people, those with respiratory conditions and those living in deprivation.</p> <p>An affordable and better connected transport system will encourage better mental and physical health and encourage modal shift away from private vehicles.</p>	<p>Inclusive stakeholder engagement should be undertaken with relevant groups to ensure Plans are suitable for users in all protected characteristic groups.</p> <p>Cycle and pedestrian infrastructure should be designed in keeping with best practice guidance (for example LTN 120¹⁴ or Manual for the Streets¹⁵).</p> <p>Street furniture should not form obstructions for users, and placement should be considerate of users with restricted mobility, using assistance animals and mobility aids and those using pushchairs.</p>
	Consult on the draft Walking and Cycling Strategy	+	+	+	+	+	+	+	<p>This action is likely to benefit all users, as long as the needs of protected characteristic users are considered.</p>	<p>Consultation should be accessible and inclusive (with consideration of accessibility of in person consultation and digital consultation).</p> <p>Stakeholders should be inclusive and representative of protected characteristic groups.</p>
	Work with partners at an early stage of planning and development on accessibility to key regeneration, housing and employment sites	+	+	+	+	+	+	+	<p>This action is likely to benefit all users, as long as the needs of protected characteristic users are considered.</p>	None.

¹⁴ Department for Transport 2020, Cycle Infrastructure Design LTN 120. Available online at: <https://www.gov.uk/government/publications/cycle-infrastructure-design-ltn-120>

¹⁵ Department for Transport 2007, Manual for the Streets. Available online at: https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/341513/pdfmanforstreets.pdf

Policy	Actions	Sex/gender	Religion	Age	Disability	Race	Pregnancy and maternity	Deprivation	Potential impacts	Mitigation measures / Recommendations
	Work with National Highways to improve local connections along and adjacent to trunk roads as set out in the NSIDP (more information in Chapter 3)	+	+	+	+	+	+	+	This action is likely to benefit all users, as long as the needs of protected characteristic users are considered.	None.
	Promote the use of mobility solutions such as electric bikes See also Policy 2 commitment to Beryl Bikes scheme	+	+	+	+	+	+	+	<p>Support of these schemes is likely to benefit all users groups by encouraging active travel and encouraging modal shift away from private vehicles. This will in turn have beneficial implications for air quality and mental and physical health.</p> <p><u>Age/deprivation</u></p> <p>+Electric Bike and E-scooter schemes offer an alternative for younger people and those without access to private vehicles.</p> <p>-Access to these schemes for those who have not yet obtained a full driving licence or who are not confident on using the road network may put them at higher risk of accidents.</p> <p><u>Age/deprivation/disability</u></p> <p>-Access to these schemes may be reliant on digital applications and smart phones. Some older people and those with certain disabilities may have limited access or understanding of such applications, which then may act as a deterrence to use.</p> <p><u>Disability/pregnancy and maternity/age</u></p> <p>-Placement of parking stations for bikes and e-scooters have the potential to provide obstructions to those using mobility aids, wheelchairs and pushchairs</p> <p>- Improper use of bikes and e-scooters (for example speeding) in areas of public realm has the potential to increase risk to pedestrians.</p>	<p>Accident levels and types of user should be monitored to assess whether interventions or improvements are needed.</p> <p>Provision of training should be considered (such as bikeability or cycling proficiency)</p> <p>Trials should evaluate parking locations and could consider enforced low speed zones if found to be beneficial, to reduce the risk of obstructions and accidents.</p> <p>Inclusive stakeholder engagement should be undertaken with disability groups and other relevant groups to inform outcome of trials, before they are implemented in full.</p>

Policy	Actions	Sex/gender	Religion	Age	Disability	Race	Pregnancy and maternity	Deprivation	Potential impacts	Mitigation measures / Recommendations
	Respond to the Norfolk Rural Economic Delivery Plan and support priorities, such as programmes to improve connectivity between coast and rural Norfolk, including market towns	+	+	+	+	+	+	+	This action is likely to benefit all, as long as the needs of protected characteristic users are considered. Improved connectivity to rural areas will enable better access to services for those living more remotely, and will enable access to green and coastal resources for recreational purposes and physical and mental health benefits.	Opportunities could be explored to promote travel to rural areas for recreational purposes for those living in more urban areas, who may not typically have access due to deprivation or proximity, or for those who such activities are not common for their demographic (for example members of some ethnic minorities and women) ¹⁶ .
Policy 16: We will work towards providing a network where transport and movement provision is accessible to all.	Undertake proportionate assessments of proposals to make sure they are suitable for all users including people with disabilities or restricted mobility	0	0	+	+	0	0	0	<u>Disability/age</u> +Improving accessibility will directly impact those that fall under the protected characteristic positively.	EqIA should be carried out where necessary to inform decision making, at a proportionate scale. Where necessary and relevant, inclusive consultation should be undertaken and feedback used to inform proposal development and decision making.
	Continue to support and review the Safe Sustainable Development in development management guidance, which gives due regard to equality as part of meeting the Equality Act 2010 and the Public Sector Equality Duty.	+	+	+	+	+	+	+	This action is likely to benefit all users. <u>Age, disability</u> +Road safety improvements would be beneficial particularly to children and those with visual or hearing impairments	None.
Policy 17: The number of people killed and serious injured on the road network will be reduced by adopting a safe systems approach and	Deliver road safety through the Safe Systems Approach by agreeing annual plans with interventions focusing on education	+	+	+	+	+	+	+	This action is likely to benefit all users. <u>Age, disability</u> +Road safety improvements would be beneficial particularly to children and those with visual or hearing impairments	None.

¹⁶ <https://www.outwardbound.org.uk/blog/diversity-in-the-outdoors>

Policy	Actions	Sex/gender	Religion	Age	Disability	Race	Pregnancy and maternity	Deprivation	Potential impacts	Mitigation measures / Recommendations
working with partners to achieve this vision.	and behaviour change with Road Safety Partnership.									
	Work in partnership with the Road Safety Partnership and Safety Camera Partnership to deliver the adopted Safe Systems approach. This is based on four pillars: safe roads; safe vehicles; safe road users, and safe speeds.	+	+	+	+	+	+	+	This action is likely to benefit all users. <u>Age, disability</u> +Road safety improvements would be beneficial particularly to children and those with visual or hearing impairments	None.
	Refresh the county council's speed limit strategy	+	+	+	+	+	+	+	This action is likely to benefit all users. <u>Age, disability</u> +Road safety improvements would be beneficial particularly to children and those with visual or hearing impairments	None.
	Monitor casualty numbers on the network with the priority being to reduce the number of people killed and seriously injured	0	0	0	0	0	0	0	No protected groups are identified as specifically impacted, but this action is likely to benefit all users, as long as the needs of protected characteristic users are considered.	None.
	Continue to support the road safety partnership priorities supported by the Road Safety Communities Team	0	0	0	0	0	0	0	No protected groups are identified as specifically impacted.	None.
	Deliver a range of projects including driver development, driver education and enforcement	+	+	+	+	+	+	+	This action is likely to benefit all users, as long as the needs of protected characteristic users are considered.	Ensure education opportunities are accessible to all users.

Policy	Actions	Sex/gender	Religion	Age	Disability	Race	Pregnancy and maternity	Deprivation	Potential impacts	Mitigation measures / Recommendations
	Investigate the implementation of trials of technology and innovation to improve transport safety	0	0	+	0	0	0	0	No protected groups are identified as specifically impacted, but this action is likely to benefit all users, as long as the needs of protected characteristic users are considered.	None.
	Roll out via the Road Safety team training programmes in schools for pedestrians and cyclists including Step on it, Crucial Crew and Bikeability	0	0	+ -	0	0	0	0	<u>Age</u> +Road safety programmes would be beneficial children to increase road safety awareness and encourage children's confidence as pedestrians and cyclists. -Some children may not receive the same level of encouragement at home to participate in such schemes, due to factors such as deprivation and cultural background, and therefore may not be able to take advantage of such schemes.	Ensure education opportunities are accessible to all users and look to work with schools to overcome barriers to participation.
Policy 18: To bring about an improvement in the condition of Norfolk's highway network, maintaining the current asset should be a key priority for funding. Works should be targeted to ensure A and urban / inter-urban routes are in good condition.	Vigorously exploit all funding opportunities to deliver the widest range of improvement and maintenance schemes, and other initiatives. Seek to secure funding for innovative schemes such as trials of new technology through exploiting opportunities	+	+	+	+	+	+	+	This action is likely to benefit all users, as long as the needs of protected characteristic users are considered.	None.
	Annually update the Transport Asset Management Plan	0	0	0	0	0	0	0	No protected groups are identified as specifically impacted.	None.
	We will annually monitor the Asset Management Strategy and its performance framework	0	0	0	0	0	0	0	No protected groups are identified as specifically impacted.	None.

Policy	Actions	Sex/gender	Religion	Age	Disability	Race	Pregnancy and maternity	Deprivation	Potential impacts	Mitigation measures / Recommendations
Policy 19: In market towns and urban areas, we will focus maintenance on corridors for sustainable transport used by walkers and cyclists.	Include outcomes of prioritisation for active travel and public transport (See Policy 15), and from other initiatives such as LCWIPs (See Policy 15), in reviews of the Transport Asset Management Plan	+	+	+	+	+	+	+	Promoting sustainable, healthy and active travel will likely be most beneficial to people of all protected characteristic groups.	None.
	Consider banning parking on pavements	0	0	+	+	0	+	0	<u>Age/disability/pregnancy and maternity</u> +This action would be beneficial particularly to those who have restricted mobility and therefore need more space to navigate the public realm (for example those with disabilities restricting mobility, those using mobility aids, visual impairments and those using pushchairs). This action may also decrease risk of accidents to pedestrians and cyclists, where vehicles parked on pavements force them out into the road.	It is assumed that spaces lost are not designated parking spaces. This action should be undertaken in tandem with consultation to understand if there are specific needs in terms of disabled parking provision that are not being met, so as to not disadvantage disabled and blue badge users, and force parking long distances from services and residences where it is needed for access.
Policy 20: We will focus on measures to improve public transport measures in some urban areas, and elsewhere we will focus on reliable journeys for all users.	Implement the Bus Service Improvement Plan (See policy 15) and priority measures in urban areas (policy 19)	+	+	+	+	+	+	+	This action is likely to benefit all users, as long as the needs of protected characteristic users are considered.	None.
	Monitor journey times and reliability to inform implementation	0	0	0	0	0	0	0	No protected groups are identified as specifically impacted, but this action is likely to benefit all users, as long as the needs of protected characteristic users are considered.	None.
Policy 21: The likely impacts of climate change on the highway network should be addressed, with a risk-based approach taken to determining the priority for action.	Review the resilient network assessment (see Policy 1 action to identify vulnerability on the network)	0	0	0	0	0	0	0	No protected groups are identified as specifically impacted, but this action is likely to benefit all users, as long as the needs of protected characteristic users are considered.	None.
	Maintain an up to date Norfolk Local Flood Risk	0	0	0	0	0	0	0	No protected groups are identified as specifically impacted, but this action is likely to benefit all	None.

Policy	Actions	Sex/gender	Religion	Age	Disability	Race	Pregnancy and maternity	Deprivation	Potential impacts	Mitigation measures / Recommendations
	Management Strategy to manage risk of flooding due to climate change								users, as long as the needs of protected characteristic users are considered.	
Policy 22: New and innovative technology to collect data about the network, inform decisions, assess where to target funding on the network and share information with the public will be embraced.	Explore the use of connected vehicle and mobile phone data	+	+	+ -	+	+	+	+	More data used to inform decision making is likely to be beneficial to all users. <u>Age</u> -Some groups such as the elderly, who are less likely to own a smart phone, may be underrepresented in data sets.	Data collection should be mindful of under or over represented groups and fill data gaps by other means where necessary.
	Trial artificial intelligence cameras to better capture walking and cycling data	0	0	0	0	0	0	0	No protected groups are identified as specifically impacted.	None.
	Exploit key contracts with companies such as Microsoft to trial use of artificial intelligence technology to improve decision making	0	0	0	0	0	0	0	No protected groups are identified as specifically impacted.	None.
	Implement and evolve the prototype for network management data using vehicle movement data	0	0	0	0	0	0	0	No protected groups are identified as specifically impacted.	None.
	Trial sensor technology to collect information about air quality, network use, and road and weather conditions (Also see Policy 3)	0	0	0	0	0	0	0	No protected groups are identified as specifically impacted.	None.
	Work with Transport East on the future of freight strategy	0	0	0	0	0	0	0	No protected groups are identified as specifically impacted.	None.



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