

EQUALITY IMPACT ASSESSMENT

The Equality Act 2010 requires all public bodies, including local authorities, to show “due regard” to the impact their policies and procedures have on people from different groups. This includes gender, race, religion, age, disability, sexual orientation and gender identity. We also have a responsibility to foster good community relations. Although they are not a legal requirement, conducting a basic assessment will allow you to look at the possible implications of a policy or procedure, and take any mitigating action if appropriate.

Remember:

- Equality Impact Assessments (EIAs) should be carried out on **relevant** policies and procedures. Not all policies or procedures will require them. If you are unsure if one is required, please contact the Equality and Diversity Manager on 01753 875069 for advice.
- Assess any potential impacts, positive and negative, in a proportionate way and with relevance
- Make decisions that are justified, evidenced, relevant and identify any mitigating proposals
- Prioritise expenditure in an efficient and fair way
- Have a record showing that the potential impacts have been considered and that decisions are based on evidence

It is important the EIA is carried out at the earliest opportunity to ensure that you have the time to undertake any additional work that will inform your decisions, for example community engagement.

All relevant committee reports should include an equalities impact assessment. This will ensure that equalities considerations are available for members to consider as part of the formal decision-making process. If your EIA is part of a Cabinet Report, please forward it to Democratic Services, along with your other committee paperwork. It is usual to publish the EIA with the other public papers in advance of a committee meeting. Please also remember to complete the EIA section of the report checklist and the EIA summary section on the report itself.

If you have any questions or concerns, please contact the Equality and Diversity Manager on 01753 875069.

Equality Impact Assessment

Directorate: Regeneration Housing and Environment	
Service: Transport	
Name of Officer/s completing assessment: Rudo Beremauro	
Date of Assessment: 12/06/2025	
Name of service/function or policy being assessed: Destination Farnham Road Construction works	
1.	<p>What are the aims, objectives, outcomes, purpose of the policy, service change, function that you are assessing?</p> <p>To commission construction works for the Destination Farnham Road scheme. The works will introduce;</p> <ul style="list-style-type: none"> • a high quality public space, a reduced speed limit (20mph), through the main shopping area, • a, two-way cycle route, upgraded roads and footways, new / upgraded signalised and unsignalised pedestrian and cycle crossing facilities, • better street lighting where needed, upgraded bus stops, and new parking facilities, along most of Farnham Road
2.	<p>Who implements or delivers the policy, service or function? State if this is undertaken by more than one team, service, and department including any external partners.</p> <ul style="list-style-type: none"> • The implementation of the construction works will be undertaken by Volker FitzPatrick; installation of traffic signals will be undertaken by Yunex. • Slough Borough Council Officers will undertake site supervision for the works.
3.	<p>Who will be affected by this proposal? For example who are the external/internal customers, communities, partners, stakeholders, the workforce etc. Please consider all of the Protected Characteristics listed (more information is available in the background information). Bear in mind that people affected by the proposals may well have more than one protected characteristic.</p> <p>Age: All</p>

	<p>Disability: All Gender Reassignment: All Marriage and Civil Partnership: All Pregnancy and maternity: All Race: All Religion and Belief: All Sex: All Sexual orientation: All Other: All</p> <p>All road users and pedestrians within the protected characteristics using Farnham Road and surrounding roads will be affected by the proposed work.</p>
4.	<p>What are any likely positive impacts for the group/s identified in (3) above? You may wish to refer to the Equalities Duties detailed in the background information.</p> <ul style="list-style-type: none"> • Positive impacts that will be introduced by the public realm, cycle lane and junction improvements works would be, improved accessibility, better lighting for safety, seating for resting, improved surfaces and safer crossing points and routes.
5.	<p>What are the likely negative impacts for the group/s identified in (3) above? If so then are any particular groups affected more than others and why?</p> <p>The proposed highway construction works will result in a range of temporary impacts that may disproportionately affect individuals with protected characteristics. These include:</p> <ul style="list-style-type: none"> • Closure of car parks to accommodate construction activities • Blocked footpaths, resulting in longer diversion routes • Diversions that may not be fully accessible to all users, particularly disabled or elderly individuals • Temporary suspension and relocation of parking bays, including disabled bays, which may increase walking distances for users with mobility needs <p>While all protected groups may experience some level of disruption, disabled people, older people, and those with young children or</p>

mobility needs are likely to be most significantly affected due to reliance on accessible infrastructure and potential health-related vulnerabilities.

Groups Likely to Be Affected

a. Disabled People (including physical, sensory, and cognitive disabilities)

Access barriers: Temporary footpath closures, uneven surfaces, and lack of ramps or tactile paving can severely limit mobility and independence.

Longer journeys: Diversions may cause distress, fatigue, or missed appointments (e.g. healthcare).

Poor signage and inaccessible information: Could create confusion or safety risks, particularly for those with visual or cognitive impairments.

Noise and vibration: May be distressing for individuals with sensory sensitivities (e.g. those with autism).

b. Older People

Mobility challenges: Longer walking distances or temporary crossings may pose physical strain.

Safety concerns: Uneven or altered surfaces increase the risk of trips and falls for individuals with reduced balance or strength.

c. Pregnant Women and Parents with Young Children

Navigation difficulties: Detours may be challenging, especially with prams or young children.

Health concerns: Dust and noise exposure may pose risks for pregnant individuals and infants.

Access to essential services: Delays or changes in travel routes may impact access to healthcare or support services.

d. Ethnic Minority Groups and Non-English Speakers

Communication barriers: Lack of multilingual signage or accessible information may increase confusion and limit engagement with works or alternative routes.

	<p>e. Women</p> <p>Personal safety: Poor lighting or isolated diversion routes may feel unsafe, especially after dark.</p> <p>Caregiving responsibilities: As women are statistically more likely to be primary carers, travel disruption may impact broader household needs.</p> <p>f. Children and Young People</p> <p>Heightened safety risks: Children are generally less aware of hazards near construction zones.</p> <p>Disrupted access: Works may affect access to schools, play areas, and limit independent travel.</p> <p>g. Low-Income Households (often intersecting with protected characteristics)</p> <p>Transport reliance: Those without access to private vehicles may be more impacted by disruptions to public transport.</p> <p>Financial strain: Longer journeys or rerouted services may increase time and cost burdens.</p>
6.	<p>Have the impacts identified in (4) and (5) above been assessed using up to date and reliable evidence and data? Please state evidence sources and conclusions drawn (e.g. survey results, customer complaints, monitoring data etc).</p> <ul style="list-style-type: none"> • The impacts are based on lessons learnt from previous schemes.
7.	<p>Have you engaged or consulted with any identified groups or individuals if necessary and what were the results, e.g. have the staff forums/unions/ community groups been involved?</p> <ul style="list-style-type: none"> • As part of the consultation, residents and stakeholders were informed about the scheme. Prior to the commencement of works, they will be notified of the start dates and expected duration. Additionally, road signs and enhanced traffic management measures will be implemented on-site to ensure the safe movement of vulnerable users throughout the duration of the works.

8.	<p>Have you considered the impact the policy might have on local community relations?</p> <ul style="list-style-type: none"> • Yes, there will be journey time delays due to diversion works associated with the scheme.
9.	<p>What plans do you have in place, or are developing, that will mitigate any likely identified negative impacts? For example what plans, if any, will be put in place to reduce the impact?</p> <ul style="list-style-type: none"> • Provision of traffic management to protect all road users and workmen. • Provide accessible communication through providing advance notice in multiple formats (large print, Easy Read, translated, etc.) to affected road users. • Ensure all diversions are step-free, well-lit, and wide enough for wheelchairs, mobility aids, and prams. Consider Including ramps, tactile paving, and audible signals where needed. • Move suspended disabled bays as close as possible to original locations. And notify affected users in advance. • Minimise walking distances by designing detours to be as short and safe as possible, with seating or rest points if feasible. • Provide assistance options or community transport for older or disabled people. • Engage with schools, health services, and carers to maintain access. • Provide safety and lighting by keeping diversion routes well-lit and avoid isolated or unsafe pathways. • Use barriers and clear warnings near construction zones, especially for children. • Translate key information and work with community groups to reach diverse audiences. • Maintain public transport access by coordinating with transport providers to keep bus stops and routes accessible and clearly signpost any temporary changes. • Offer a simple way for the public to report access issues (e.g phone line or web form). • Contractor to monitor routes regularly and adjust as needed.
10.	<p>What plans do you have in place to monitor the impact of the proposals once they have been implemented? (The full impact of the decision may only be known after the proposals have been implemented). Please see action plan below.</p> <ul style="list-style-type: none"> • Officers will review the traffic management and ensure that access for residents is made safe throughout the duration of the works.

What course of action does this EIA suggest you take? More than one of the following may apply	✓
Outcome 1: No major change required. The EIA has not identified any potential for discrimination or adverse impact and all opportunities to promote equality have been taken	x
Outcome 2: Adjust the policy to remove barriers identified by the EIA or better promote equality. Are you satisfied that the proposed adjustments will remove the barriers identified? (Complete action plan).	
Outcome 3: Continue the policy despite potential for adverse impact or missed opportunities to promote equality identified. You will need to ensure that the EIA clearly sets out the justifications for continuing with it. You should consider whether there are sufficient plans to reduce the negative impact and/or plans to monitor the actual impact (see questions below). (Complete action plan).	
Outcome 4: Stop and rethink the policy when the EIA shows actual or potential unlawful discrimination. (Complete action plan).	

Action Plan and Timetable for Implementation

At this stage a timetabled Action Plan should be developed to address any concerns/issues related to equality in the existing or proposed policy/service or function. This plan will need to be integrated into the appropriate Service/Business Plan.

Action	Target Groups	Lead Responsibility	Outcomes/Success Criteria	Monitoring & Evaluation	Target Date	Progress to Date
Road works may temporarily reduce access to all road users	All groups to be included.	Slough Borough Council – Project Management	To enable the delivery of the scheme and undertake safe working conditions. Traffic management to be undertaken and prioritise safer access for vulnerable users and the work crew.	Site Visit from CDM Coordinator	To be completed before the construction works start.	None
Traffic Management	Contractor	Slough Borough Council – Project Management	Ensure that during construction phases of scheme, the traffic management is in accordance with the Safety of Street Works	Road safety Auditor and Site Supervisor.	Following construction works	None

			and Road Works: A Code of Practise 2013 (The Red book). Site Audits will be undertaken by in accordance with the CDM requirements. Stage 3 Road Safety Audits to be undertaken following scheme completion.			

Name:
Signed:(Person completing the EIA)

Name:
Signed:(Policy Lead if not same as above)

Date: