

FULL EQUALITY IMPACT ASSESSMENT (Draft)

An Equality Impact Assessment (EIA) is a review of a new or existing policy/service/function/scheme/strategy which establishes whether the policy/service/function/scheme/strategy has a differential impact on specific equality groups. It involves anticipating consequences of actions on different sections of the community and making sure that any negative consequences are eliminated or minimised. Ultimately, an EIA aims at improving Centro's work, by promoting equality and ensuring that the proposed or existing policy/service/function/scheme/strategy promote equality and do not discriminate (either directly or indirectly) against staff and service users.

DIRECTORATE			Metro
DIRECTOR RESPONSIBLE FOR OVERLOOKING ASSESSMENT			Michael Anderson
PERSON RESPONSIBLE FOR CONDUCTING ASSESSMENT			Adam Williams
NAME OR TITLE Midland Metro Birmingham Eastside Extension	IS IT A: POLICY FUNCTION <u>PROJECT/SCHEME</u> OBJECTIVE Please highlight as appropriate	IS IT: <u>NEW</u> EXISTING Please highlight as appropriate	
DATE OF COMPLETION			March 2020
DATE DUE FOR REVIEW			Monitor throughout development/ implementation and review once construction

	has been completed and prior to tram operation
PERSON RESPONSIBLE FOR ARRANGING REVIEW AND MONITORING	Adam Williams
DIRECTOR RESPONSIBLE	Michael Anderson
SIGNATURE	DATE March 2020

A. ABOUT THE POLICY/SERVICE/FUNCTION/SCHEME/STRATEGY

1) What is its main aim/purpose and outcome?

The construction and operation of 1.7km of on street twin-tracked tramway starting from the BCCE at Bull Street/Corporation Street junction providing a new link to the proposed HS2 station at Curzon Street and terminating at High Street Deirterend to the east of Birmingham City Centre. The BEE route will run through the Digbeth and the Eastside areas. BCC has longstanding plans for further investment and regeneration of Digbeth and the Eastside areas and they involve maximising the benefits arising from improved connectivity and investment in HS2 and associated commercial, retail and residential developments.

The objectives of the scheme are to a) provide connectivity to the new HS2 Curzon street station, and b) to extend Metro to Digbeth and the south of the city forming a cross city route. The BEE will provide connectivity between HS2 and the centre of Birmingham as well as direct links to New Street and Snow Hill Stations via BCCE. The BEE will also improve links to the wider transport network in and around Birmingham City Centre, as well as linking to the city centres railway stations and also provide interchange with bus, Sprint and coach services as well as adding to the network of Metro route sin operation and those being developed.

The BEE comprises four street level tram stops: Albert Street, New Canal Street, Meriden Street and High Street Deritend.

The BEE will comprise the following additional elements:

- Earthworks, track laying and other associated infrastructure such as track drainage and alterations to existing highway drainage;
- Highway alterations, repaving of highways and possible footpaths;
- Modifications to highway signaling;
- Construction laydown areas;

- Installation of tram signaling and electrical equipment including substations etc;
- Ducts, chambers and cabinets for low voltage and communication cables;
- Hard landscaping works;
- Accommodation works
- Installation of parallel feeders and
- Hard/soft landscaping along the BEE alignment

The Scheme construction will take place in 2020 to 2021 and the tram route will be operational in 2022.

2) Who is intended to benefit?

All current future and potential tram users through better integration and improved transport links This BEE alignment delivers a number of benefits:

- Transport benefits – to connect HS2 Curzon Street Station with the wider Birmingham City Centre area; to maximise interchange opportunities with existing railway stations at New Street and Snow Hill, and the coach station in Digbeth whilst minimising impacts to other road users, including local bus services; providing for future rapid public transport connections to East Birmingham via Bordesley Green and Chelmsley Wood; a direct link to the Eastside area, , South and City College Birmingham, areas along Line 1 and the BCCE alignment to New Street, Moor Street and Snow Hill Rail Stations; improved journey quality
- Economic benefits – to link key developments in the Eastside and Digbeth areas with Birmingham City Centre and the wider region, facilitating the growth proposed in the Big City Plan and Birmingham Curzon HS2 Masterplan and also having the potential to provide assistance in jobs created and economic growth, and also increasing access to employment and leisure; maximising the benefits arising from improved connectivity and investment in HS2 and associated commercial, retail and residential developments by connecting HS2 Curzon Street Station with the wider Birmingham City Centre area; to help to improve business efficiency in the area; to encourage interaction between Birmingham businesses and stimulate growth; enabling businesses to access important national and international markets, supporting growth within the Birmingham City Centre Enterprise Zone and reinforcing the economic momentum of the area
- Social benefits – BEE provides access to existing and proposed facilities, benefiting users of public transport as well as encouraging modal shift from cars to Midland Metro, helping reduce congestion and bringing opportunities for improving walking and cycling; to provide new and improved public transport links for the Eastside and Digbeth areas; to provide high-quality public transport links between key population, education and employment centres in the city and wider region in order to open up access to the jobs created in the

Birmingham City Centre Enterprise Zone.

- Environmental benefits – creation of an environmentally sustainable route between the city centre and Eastside / Digbeth, and an integrated approach to improve the streetscape; and
- Passenger benefits – improved connectivity within and to the city centre, HS2 and existing and proposed developments serving key locations improving journey times between Eastside and Birmingham City Centre.

Other benefits include:

- Expanded Metro network in the city centre offering wider journey choices
 - Four new Metro stops and improved Metro links to other areas of the West Midlands
 - The ability to / improved interchange with bus, HS2, Sprint, coach and rail
 - New jobs and add to the economy of Birmingham and the Region
 - Support BCC regeneration initiatives
 - Supports future Metro expansion in the Region
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3) List the main activities involved

Details included above (see question 1)

B. EQUALITY RELEVANCE/IMPACT

4. Does the policy/service/function/scheme/strategy affect the public directly or indirectly? In what ways?

There will be a direct impact. Both during the construction of the extension and once the extension is in operation.

5. What information is available on the equality impact of this policy/service/function/scheme/strategy?

The tram extension would result in greater connectivity. It would be of particular benefit to people with mobility difficulties, and people with disabilities especially since the extended tram will continue to meet key accessibility standards in line with existing Metro routes. However, disruption during the construction process and changes to the pedestrian environment could potentially have a temporary negative impact on some protected characteristics, especially people with disabilities, older age groups and parents with young children. It is therefore vital that any tram route and pedestrian access design meets key accessibility

standards and that any negative impact as a result of disruption during the construction period is mitigated. The construction of the BEE will be subject to a Code of Construction Practice which will stipulate standards and practices.

6. Have you consulted interested parties (including representatives from the protected characteristics) who will/may be affected by the policy/service/function/scheme/strategy? What were the outcomes of the consultation? If you haven't conducted consultation, who are you planning to consult and why?

Public consultation took place on a number of occasions – twice in 2014 on the route options and in April/May 2016 as part of the Transport and Works Act (TWAO) process. For all consultations brochures were sent to a range of stakeholders including different community groups across the protected characteristics which included a questionnaire; this was also available on Centro's website. There were also social media tweets and facebook messages, and press articles. There was also engagement with key stakeholders affected.

Key consultation outcomes (with equality relevance) include:

- First 2014 consultation specifically for the route from Bull Street to the HS2 station: High levels of support for linking Metro to the Eastside/HS2 station with over 90% of respondents expressing support for the scheme. Of the two route options offered, Option two (along Lower Bull Street crossing Dale End, with a tramstop at Albert Street, before reaching Moor Street Queensway) received more positive comments due to the directness of the route, cost and a lesser impact on existing modes of transport and offering the potential for redevelopment within the city centre.
- Second 2014 consultation specifically for the route from the HS2 station to the terminus: 94% of respondents stated their support for BEE with 74% preferring Option 2 (New Canal Street into Meriden Street, turning onto High Street Digbeth then continuing along High Street Digbeth) due to better location for access and connectivity between the city centre and Digbeth, links with Birmingham Coach Station, regeneration and redevelopment, integration with/impact upon other modes regarding congestion and a more suitable existing built environment.
- TWAO consultation April May 2016: 91% of respondents supported the scheme as a means to improve regeneration and connectivity. Some concerns were raised regarding cycle integration and suggestions were made on route alignment. Engagement sessions were also held with BCC, HS2, operators and other key stakeholders.

Many respondents to the consultation highlighted particular groups and issues which should be considered in taking the extension forward, such as the requirements of cyclists and particular groups, such as those who are disabled, elderly or travelling with small children. Dialogue has also been taking place with

cyclists via Birmingham City Council and also with BCC regarding pedestrian access along the length of the route.

Example feedback: “If you move stops this may have a negative impact on people with disabilities”; “having to walk with a stick, it would be nice to get from A to B – but if we can get to C, even better”; “There will need to be a stop near the coach station for easy access for disabled people”. As part of the work on stop location geometrical, stakeholder, economic, operation constraints have been considered and the best acceptable solution in light of all these differing considerations.

7. Is further research needed (i.e. consultations, working groups, surveys, data) to properly assess impact on the different protected characteristics? If yes, how will it be undertaken and by when?

Face-to-face consultations and ongoing interactions/communication needed with disability groups, to ensure key accessibility requirements are met throughout design. The Midland Metro Alliance meet regularly with Access Birmingham and the Pocklington Trust to discuss the needs of disabled and visually impaired passengers and redestrians.

8. What measures does, or could, the policy/service/function/scheme or strategy include to help promote equality of opportunity for and/or foster good relations between people who share a protected characteristic?

The tram extension would result in greater connectivity and integration would be of particular benefit to people with mobility difficulties and people with disabilities especially since the extended tram, as part of the wider Metro network will continue to meet key accessibility standards.

This project will continue to provide improvements to accessibility in a range of ways:

- Information provision, through enhanced provision of audio visual RTI information, accessible totems, improved and accessible signage
- Improved guidance paths and tactile paving and signage at stops and in the areas immediately adjacent to the route, in line with key accessibility standards
- Introduction of Help Points and adequate CCTV coverage to improve safety and security
- Provision for fully accessible shelters
- Ensuring that pedestrian crossing are fully accessible and positioned in such a way that makes it easy and safe for people with disabilities to cross the tram tracks
- Ensure an interim cycle route along Digbeth High Street until a permanent route is provided by BCC prior to the tram becoming operational
- Adequate colour contrast for all aspects of the project

- The construction process is bound to cause some disruption for passengers – temporary pedestrian access would still need to be accessible for all and very well signposted and widely communicated to a range of users, including disability groups and cyclists.

9. Do you think that the policy/service/function/scheme/strategy in the way it is planned and delivered will have a negative, positive or no impact on any of the equality target groups (please tick as appropriate)?

PROTECTED CHARACTERISTIC	POSITIVE IMPACT	NEGATIVE IMPACT	NO OR NEUTRAL IMPACT	REASONS	EVIDENCE/ AVAILABLE DATA (feedback from consultations, reports, surveys, databases, focus groups, complaints, user feedback, national and regional statistics)
GENERAL (for all protected characteristics)	√			<u>Positive</u> The project: -Offers improved access to services including other modes of transport -Supports wider regeneration of Birmingham City Centre and employment generation -Reduction of journey times resulting in increase in labour supply and improved access to employment opportunities -Improved journey quality -Improved reliability for commuting and other users	Key consultation outcomes (with equality relevance) include: <ul style="list-style-type: none"> First 2014 consultation specifically for the route from Bull Street to the HS2 station: High levels of support for linking Metro to the Eastside/HS2 station with over 90% of respondents expressing support for the scheme. Of the two route options offered, Option two (along Lower Bull Street crossing Dale End, with a tramstop at Albert Street, before reaching Moor Street Queensway) received more positive comments due to the directness of the route, cost and a lesser impact on existing modes of

			<p>This BEE alignment delivers a number of benefits:</p> <ul style="list-style-type: none"> • Transport benefits – to connect HS2 Curzon Street Station with the wider Birmingham City Centre area; to maximise interchange opportunities with existing railway stations at New Street and Snow Hill, and the coach station in Digbeth whilst minimising impacts to other road users, including local bus services; providing for future rapid public transport connections to East Birmingham via Bordesley Green and Chelmsley Wood; a direct link to the Eastside area, , South and City College Birmingham, areas along Line 1 and the BCCE alignment to New Street, Moor Street and Snow Hill Rail Stations; improved journey quality • Economic benefits – to link key developments in the 	<p>transport and offering the potential for redevelopment within the city centre.</p> <ul style="list-style-type: none"> • Second 2014 consultation specifically for the route from the HS2 station to the terminus: 94% of respondents stated their support for BEE with 74% preferring Option 2 (New Canal Street into Meriden Street, turning onto High Street Digbeth then continuing along High Street Digbeth) due to better flocation for access and connectivity between the city centre and Digbeth, links with Birmingham Coach Station, regeneration and redevelopment, integration with/impact upon other modes regarding congestion and a more suitable existing built environment. • TWAO consultation in April / May 2016: 91% of respondents supported the scheme as a means to improve regeneration and connectivity. Some concerns were raised regarding cycle integration and suggestions
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				<p>Eastside and Digbeth areas with Birmingham City Centre and the wider region, facilitating the growth proposed in the Big City Plan and Birmingham Curzon HS2 Masterplan and also having the potential to provide assistance in jobs created and economic growth, and also increasing access to employment and leisure; maximising the benefits arising from improved connectivity and investment in HS2 and associated commercial, retail and residential developments by connecting HS2 Curzon Street Station with the wider Birmingham City Centre area; to help to improve business efficiency in the area; to encourage interaction between Birmingham businesses and stimulate growth; enabling businesses to access important national and</p>	<p>were made on route alignment. Engagement sessions were also held with BCC, HS2, operators and other key stakeholders.</p>
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				<p>international markets, supporting growth within the Birmingham City Centre Enterprise Zone and reinforcing the economic momentum of the area</p> <ul style="list-style-type: none"> • Social benefits – BEE provides access to existing and proposed facilities, benefiting users of public transport as well as encouraging modal shift from cars to Midland Metro, helping reduce congestion and bringing opportunities for improving walking and cycling; to provide new and improved public transport links for the Eastside and Digbeth areas; to provide high-quality public transport links between key population, education and employment centres in the city and wider region in order to open up access to the jobs created in the Birmingham City Centre Enterprise Zone. 	
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				<ul style="list-style-type: none"> • Environmental benefits – creation of an environmentally sustainable route between the city centre and Eastside / Digbeth, and an integrated approach to improve the streetscape; and • Passenger benefits – improved connectivity within and to the city centre, HS2 and existing and proposed developments serving key locations improving journey times between Eastside and Birmingham City Centre. <p>Other benefits include:</p> <ul style="list-style-type: none"> - Expanded Metro network in the city centre offering wider journey choices - Four new Metro stops and improved Metro links to other areas of the West Midlands- The ability to / improved interchange with bus, HS2, Sprint coach and rail -New jobs and add to the 	
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				<p>economy of Birmingham and the Region</p> <ul style="list-style-type: none"> -Support BCC regeneration initiatives -Supports future Metro expansion in the Region 	
AGE	√			<p>As above, but also improved accessibility is likely to be of particular benefit for older age groups.</p>	<p>Many respondents to the consultation highlighted particular groups and issues which should be considered in taking the extension forward, such as the requirements of cyclists and particular groups, such as those who are disabled, elderly or travelling with small children.</p> <p>Example feedback: “If you move stops this may have a negative impact on people with disabilities”; “having to walk with a stick, it would be nice to get from A to B – but if we can get to C, even better”; “There will need to be a stop near the coach station for easy access for disabled people”.</p> <p>As part of the work on stop location geometrical, stakeholder, economic, operation constraints have been considered and the best acceptable</p>

					<p>solution in light of all these differing conderations.</p> <p>Midland Metro Alliance has also set up an apprenticeship scheme to benefit younger people by giving them experience of working in the construction sector.</p> <p>The construction of the BEE will be subject to a Code of Construction Practice which will stipulate standards and practices.</p>
DISABILITY	√	√		<p><u>Positive</u></p> <p>As above, but also improved accessibility is likely to be of particular benefit for people with disabilities</p> <p><u>Negative</u></p> <ul style="list-style-type: none"> • Disruption during construction period and miscommunication of changes may have a negative impact on disabled customers 	<p>Many respondents to the consultation highlighted particular groups and issues which should be considered in taking the extension forward, such as the requirements of cyclists and particular groups, such as those who are disabled, elderly or travelling with small children.</p> <p>Example feedback: “If you move stops this may have a negative impact on people with disabilities”; “having to walk with a stick, it would be nice to get from A to B – but if we can get to C, even better”; “There will need to be a stop near the coach station for easy access</p>

				<ul style="list-style-type: none"> Should the infrastructure/stops not meet key accessibility standards, disabled customers may be negatively affected Current city centre infrastructure, though reasonably accessible, could be further improved to enhance accessibility (colour contrast, paving etc) 	<p>for disabled people”</p> <p>As part of the work on stop location geometrical, stakeholder, economic, operation constraints have been considered and the best acceptable solution in light of all these differing conderations.</p> <p>The construction of the BEE will be subject to a Code of Construction Practice which will stipulate standards and practices.</p> <p>During a recent site tour of the new BCC tram stops disabled users were happy with the infrastructure and its accessibility, but noted that elements such as paving and colour contrast could be further enhanced to improve their journey experience.</p> <p>The Midland Metro Alliance meet regularly with Access Birmingham and the Pockilngton Trust to discuss the needs of disabled and visually impaired passengers and redestrians.</p>
GENDER (including gender reassignment)			✓		Same applies as in general

PREGNANCY AND MATERNITY			✓		Same applies as in general
RACE			✓		Same applies as in general

RELIGION/ BELIEF			√		Same applies as in general
SEXUAL ORIENTATION			√		Same applies as in general

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If you have found no negative impact and have provided evidence the assessment is complete. If you have found some negative impact in regards to one or more of the protected characteristics, proceed to questions 10 and 11

10. If adverse/negative impact is noted to any of the listed protected characteristics, can it be justified, i.e. on the grounds of promoting equality of opportunity for any other group/s?

No

11. ACTION PLAN

What practical actions can be taken to reduce/remove any adverse/negative impact?

Issues to be addressed	Actions required	Responsible officer	Timescales	Reporting mechanisms e.g. through Gateway process	How would you measure impact/outcomes in practice
Platform/infrastructure accessibility	Ensure design in line with current accessibility	Adam Williams	Throughout design	EqIA/consultation with disabled stakeholders	Accessibility of design/no complaints

	<p>standards</p> <p>Also see question 8 for additional safety and information related elements that would enhance accessibility and the travel experience of passengers</p> <p>Liaise with equality/disability groups to get their input/feedback</p>	Adam Williams /Anna Sirmoglou	Throughout design	EqlA/consultation with disabled stakeholders	Key points incorporated where possible into design
Accessibility of routes from/to metro stops and any pedestrian routes	<p>Liaise with Birmingham City Council, HS2 and other stakeholders to ensure key accessibility standards are met</p> <p>Communicate all changes widely to the public as well as to key disability groups</p>	Adam Williams /Anna Sirmoglou	<p>Throughout design</p> <p>Prior to implementation</p>	Gateway/consultation with disabled stakeholders	No accidents and/or complaints/fully accessible design

	in the area				
Disruption during the construction period	<p>Ensure safe and accessible temporary solutions are offered</p> <p>Ensure the public is fully aware of any temporary solutions and liaise with disability groups to raise awareness of temporary solutions</p>	<p>Adam Williams</p> <p>Adam Williams /Anna Sirmoglou</p>	<p>Throughout design and implementation</p> <p>Prior to implementation</p>	EIA	No accidents and or complaints/ Fully accessible solutions

Director Signature:.....