



Equality Impact Assessment (EIA) Form

1. Service Area/Directorate

Name of Head of Service for activity being assessed: Dr David Land

Directorate: Economy and Environment

Name of lead person for this activity: Ffion Horton

Individual(s) completing this assessment: Ffion Horton

Date assessment completed: 27/10/2025

2. What is being assessed

Activity being assessed (eg. policy, procedure, budget, service redesign, strategy etc.)

Local Transport Plan (LTP)

What is the aim, purpose, or intended outcome of this activity?

The LTP provides the essential long-term, statutory framework for all transport investment and strategy, its adoption, is essential for ensuring compliance with Department for Transport (DfT) requirements, maximising the opportunity to secure external grant funding for future infrastructure schemes.

Who will be affected by the development and implementation of this activity?

<input checked="" type="checkbox"/> Service users	<input checked="" type="checkbox"/> Visitors to the county
<input checked="" type="checkbox"/> Communities	<input checked="" type="checkbox"/> Carers
<input checked="" type="checkbox"/> Children	<input checked="" type="checkbox"/> Patients
<input checked="" type="checkbox"/> All staff	<input checked="" type="checkbox"/> All part-time staff
<input checked="" type="checkbox"/> Staff at a particular location	<input checked="" type="checkbox"/> Other: The LTP impacts anyone visiting, living or working in the county

Is this:

Review of an existing activity/policy
 New activity/policy
 Planning to withdraw or reduce a service, activity or presence?

3. Background information and findings

What information and evidence have you reviewed to help inform this assessment? (name your sources, eg. demographic information, usage data, Census data, feedback, complaints, audits, research)

LTP5 has been supported by various forms of primary and secondary data subsets, including official sources (2021 Census, DfT's STATS19 Collision data) and council policies. Data is both quantitative and qualitative.

Summary of engagement or consultation undertaken (eg. who you've engaged with, and how, or why do you believe this is not required)

LTP5 – The principles and priorities of LTP5 have been informed through an 18-month public consultation that was supported by a combination of in-person and online forums.

Summary of relevant findings (it is possible that you will have gaps in your evidence. You must decide whether you need to fill in the gaps now, and if it is feasible to do so. It might be that collecting robust information forms part of your action plan below)

Acknowledging that both documents were produced in parallel, it should be noted that their individual objectives, consultations/engagement exercises and interpretation of data, reached similar conclusions. The overwhelming feedback in both reports is that there is a genuine desire and requirement for Herefordshire Council to invest in a resilient and accessible highway network, that empowers individuals with a pro-choice agenda, whether that is by private vehicle, public transport or walking, wheeling & cycling.

4. The Public Sector Equality Duty

Will this activity have a positive, neutral or negative impact on our duty to:

Equality Duty	Positive	Neutral	Negative
Eliminate unlawful discrimination, harassment, victimisation?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Advance equality of opportunity between different groups?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Foster good relations between different groups?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Explain your rationale here, and include any ways in which you could strengthen the capacity of this activity to promote equality (remember to add anything relevant into your action planning below)

LTP5 advocates the necessity to reimagine the public highway, not as a means of movement, but of empowering equitable access – where traditional barriers, such as poor lighting at bus stops, are identified as opportunities for improvement.

5. The impact of this activity

Consider the potential impact of this activity on each of the equality groups outlined below and explain your rationale. Please note it is possible for the potential impact to be both positive and negative within the same equality group. Remember to consider the impact on staff and service users (current and potential) and partner organisations. It may be useful to include data within these sections if you know the diversity make-up of the people likely to be affected.

Equality Group	Potential positive impact	Potential neutral impact	Potential negative impact	Rationale
Age (include safeguarding, consent and child welfare)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Herefordshire has a significantly older population profile, with higher rates of rural isolation and reduced access to services. Improving transport connectivity, active travel options, and safe, more accessible public realm will support independence and reduce risk of social isolation among older residents. Improvements also support younger people by offering safer routes to education, employment and leisure activities.
Disability (consider attitudinal, physical, financial and social barriers, neuro-diversity, learning disability, physical and sensory impairment)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Traditional transport and infrastructure design often creates barriers for disabled users, particularly those with mobility impairments, visual impairments or neurodiversity. Enhancing accessibility, legibility, seating provision, crossing facilities, and public transport reliability increases participation and independence. Written in alignment with the principles of Inclusive Mobility and TFL's Pedestrian Comfort guidance.
Gender Reassignment (include gender identity, and consider privacy of data and harassment)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	No direct impact is anticipated. However, improvements that increase feelings of personal safety and security in public spaces may provide indirect benefits.
Marriage & Civil Partnerships	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	No direct impact is anticipated. Improvements to access, mobility and personal safety may apply equally, regardless of marital status.

Equality Group	Potential positive impact	Potential neutral impact	Potential negative impact	Rationale
Pregnancy & Maternity (consider working arrangements, part-time working, infant caring responsibilities)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Improved accessibility, safer pedestrian infrastructure and increased travel choice benefit individuals during pregnancy and those travelling with young infants/children. Flexible and accessible transport options can help reduce dependency on private car usage and improve convenience for those balancing care responsibilities.
Race (including Travelling Communities and people of other nationalities)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	No direct impacts identified. However, ensuring consultation and co-design opportunities are undertaken in an inclusive manner – culturally appropriate and accessible to non-English speakers – will help avoid indirect exclusion.
Religion & Belief	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	No direct impacts identified. However, ensuring consultation and co-design opportunities are undertaken in an inclusive manner – culturally appropriate and accessible to non-English speakers – will help avoid indirect exclusion.
Sex (consider issues of safety, sexual violence, part-time work, and single-sex provision – especially in light of the legal definition of “sex”)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Acknowledging that women are statistically more likely to experience safety concerns when travelling, particularly when walking or using public transport after dark. Opportunities to address system components – such as poorly lit streets/bus stops – can positively impact perceptions and experiences of personal safety, supporting equitable access.
Sexual Orientation	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	No direct impact is anticipated. However, improvements that increase feelings of personal safety and security in public spaces may provide indirect benefits.
Others: carers, care leavers, homeless, social/economic deprivation (consider shift-patterns, caring responsibilities)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Enhanced transport access and reduced dependency on private vehicles support those with lower disposable incomes or limited mobility. Improved connectivity can increase access to employment, education, healthcare and community support services. Strong alignment with reducing transport-related exclusion.
Health Inequalities (any preventable, unfair & unjust differences in health status between groups, populations or individuals that arise from unequal distribution of social, environmental & economic conditions)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The proposals support a shift towards active travel, reduced air pollution exposure, and greater access to health-supportive environments. This aligns with Gear Change and other Public Health documentation regarding health/climate frameworks. Benefits are greatest in areas currently experiencing poorer health outcomes and air quality challenges.

Where a negative impact on any of the equality groups is realised after the implementation of the activity, the activity lead will seek to minimise the impact and carry out a full review of this EIA.

6. Action planning

What actions will you take as a result of this impact assessment? (you will need to include actions to mitigate any potential negative impacts)

Potential negative impact	What action will be taken	Who will lead	Timeframe
Actions are included in the plans	Outlined in the plan	Transport Planning Team	tbc

7. Monitoring and review

How will you monitor these actions?

Key Performance Indicators will be created and regularly updated to monitor the performance of the LTP is achieving its strategic and legislative objectives and obligations

When will you review this EIA?

Biannually

8. Equality Statement

- All public bodies have a statutory duty under the Equality Act 2010 to give due regard to how they can improve society and promote equality in every aspect of their day-to-day business. This means that they must consider, and keep reviewing, how they are promoting equality in decision-making, policies, services, procurement, staff recruitment and management.
- Herefordshire Council will challenge discrimination, promote equality, respect human rights, and design and implement services, policies and measures that meet the diverse needs of our population, ensuring that none are placed at a disadvantage over others.

Signature of person completing EIA



Date signed

27/10/2025