


Equality Impact Assessment (EqIA) form: the initial impact assessment

1. Process and guidance

The purpose of an EqIA is to make sure that the council is meeting the needs of all our residents by ensuring we consider how different groups of people may be affected by or experience a proposal in different ways. EqIAs help us to meet our [Public Sector Equality Duty](#) and where applicable the [Armed Forces Duty](#). The council has a two stage EqIA process:

- Stage 1 - the initial impact assessment.
- Stage 2 - the full impact assessment.

Date started:	May 2023
Completed by:	WSP on behalf of Wokingham Borough Council: KS (author) / CT (reviewed) / AP(authorised)
Service:	Highways and Transport
Project or policy EqIA relates to:	Wokingham Borough Council Local Transport Plan 4 (LTP4)
Date EqIA discussed at service team meeting:	5 March 2025
Conclusion (is a full assessment needed?):	No
Signed off by (SD):	
Sign off date:	5 March 2025

***PLEASE NOTE:** the wording used throughout this EqIA form is in line with terminology used by the Office for National Statistics (ONS) 2021 Census, the Equality Act (2010), and the Equality and Human Rights Commission (EHRC).*

2. Summary of the policy, project, or service

<p>What is the purpose of the proposal, what are the aims and expected outcomes, and how does it relate to service plans and the corporate plan?</p> <p>CONTEXT Wokingham is a thriving area, with great opportunities and is a desirable location to live. Reflecting this, the Borough is one the fastest growing districts in the country. A growing population can present challenges to transport system, yet over the last 15 years traffic volumes had remained stable, air quality has improved, the number of people cycling has increased and, prior to the COVID-19 pandemic, public transport use had been growing. Transport infrastructure plays a significant role in a successful economy and for accessing a range of vital amenities. However, transport is one of the largest polluting sectors and traffic can be a barrier to healthy lifestyles, so transport policy needs to strike the right balance.</p> <p>PURPOSE The Local Transport Plan 4 (LTP4) sets out the approach for all aspects of Transport across Wokingham Borough. A significant part of the old strategy (LTP3) has been delivered, technology has evolved, and there is a better understanding of travel habits; as such, there is a need to refresh the transport strategy to better reflect current priorities and the needs of communities. To help inform the development of the LTP4, a public opinion survey seeking resident's views on transport in Wokingham was conducted for six weeks from 01 February 2023. This survey received 750 public responses, plus feedback from a range of stakeholder organisations.</p>
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VISION, AIMS AND EXPECTED OUTCOMES

Four visions were developed to clearly set out the aims and subsequent outcomes from the LTP4. These were developed from existing national, regional and local policies and refined through engagement and consultation on the LTP vision in 2020, and the Council Plan ambition: *“being the best we can be”*. These vision, aims, and expected outcomes are:

Create Healthy and Safe Places

- **Safer streets for All**
- **50% Active Travel in Towns by 2030**
- **Thriving Villages and Rural Centres**

Develop the Economy

- **Protect and Enhance Strategic Connectivity**
- **Support Sustainable Development**
- **Maintain a well-functioning transport network**

Reduce Environmental Impacts

- **Achieve net zero carbon emissions**
- **Clean Air**
- **High-quality travel corridors**

RELATION TO SERVICE PLANS AND CORPORATE PLAN

The LTP4 seeks to support and/or achieve the Borough’s Service Plans and Corporate Plan in the following ways:

- **Connect People and Places:** Consistent with the aims in the Wokingham Borough Council Plan to provide greater access to opportunities and effective use of digital technology, the LTP will support smarter and inclusive options to ensure there is access for everyone.
- **Create Healthy and Safe Places:** Aligned with national policy there will be an objective for 50% of trips in towns to be made by active travel. This will require a greater focus on active travel in urban areas, where amenities are often within walking or cycling distance.
- **Develop the Economy:** Future development proposals will need to be set out in a Local Plan. Aligning transport and land use planning to support sustainable development will be a key focus of the LTP.
- **Reduce Environmental Impacts:** Consistent with local, regional and national targets, the LTP will support the transition of the transport sector to net zero emissions. Alongside changes to travel behaviour and more sustainable travel choices, there will need to be an increase in zero emission vehicles and EV charging facilities.

How will the proposal be delivered, what governance arrangements are in place and who are the key internal stakeholders?

DELIVERY

The LTP4 will be delivered by the Wokingham Borough Council Transport Planning team, in accordance with current Government guidance of the requirements for LTPs. The Plan is being delivered by a Delivery Group comprising senior officers and the Borough Council’s Framework Consultant (WSP) and is scrutinised and steered by a Cross-party Member Steering Group.

GOVERNANCE

The project is overseen by the Executive Member for Active Travel, Transport and Highways at the Borough Council. The LTP4 will ultimately be approved and adopted by the Council's Executive, made up of Executive Members and the Borough's Mayor and Deputy Mayor.

KEY INTERNAL STAKEHOLDERS

Three stakeholder groups provide an indication of the possible LTP4 content: the LTP4 Officer Group (comprising Climate Emergency team, Local Plan team, Public Health team, etc.); the LTP4 Stakeholder Group (made up of Thames Valley Berkshire Local Enterprise Partnership (LEP), Great Western Railway, Thames Valley Buses, etc.); and the LTP4 People's Group (membership to be determined but may include the Emergency Services, Guide Dogs for the Blind Association, etc).

Who will be affected by the proposal? Think about who it is aimed at and who will deliver it.

AFFECTED PERSONS

It is expected that those primarily affected by the LTP4 would be people that use Wokingham's transport network. In addition, people who live, work, and/or pass through the Borough may also be affected. This is due to the Borough enabling strategic connectivity through the following infrastructure provisions:

- National Rail Network: The Gatwick - Reading Line, and the London Waterloo - Portsmouth Harbour Line.
- Strategic Road Network: The M4 Motorway.
- Transport for London Network: The Abbey Wood - Reading (Elizabeth) Line.

As such, Wokingham Borough attracts people from a range of areas; to ensure that all potential affected persons are considered, this EqIA will assess the impacts on the population profiles of Wokingham Borough, the South East of England, and for England where possible.

3. Data & Protected Characteristics

The table below sets out the nine protected characteristics (under the Equality Act 2010) considered in the impact assessment:

Protected Characteristic	Description
Age	A person belonging to a particular age or range of ages
Disability	A person has a disability if she or he has a physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities
Gender Reassignment	A person has the protected characteristic of gender reassignment if the person is proposing to undergo, is undergoing or has undergone a process (or part of a process) for the purpose of reassigning the person's sex by changing physiological or other attributes of sex.
Marriage and Civil Partnership	Marriage is a union between a man and a woman or between a same-sex couple. Same-sex couples can also have their relationships legally recognised as civil partnerships
Pregnancy and Maternity	Pregnancy is the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth
Race	Race refers to a group of people defined by their race, colour, and nationality (including citizenship) ethnic or national origins
Religion or Belief	Religion refers to any religion, including a lack of religion. Belief refers to any religious or philosophical belief and includes a lack of belief
Sex	A man or a woman
Sexual Orientation	Whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes

Other priority areas include: 1) socio-economic disadvantage; and 2) the Armed Forces under the Armed Forces Act 2021.

What data and information will be used to help assess the impact of the proposal on different groups of people? A list of useful resources is available for officers on the Council's Tackling Inequality Together intranet pages.

ASSESSMENT DATA AND INFORMATION

Secondary datasets and information from trusted sources will be used to assess the LTP4's impact on different groups. Examples include:

- The Department for Transport (DfT) National Travel Surveys.
- The Equality and Human Rights Commission (EHRC).
- The Ministry of Housing, Communities and Local Government (MHCLG) e.g., Indices of Multiple Deprivation (2019).
- The Office for National Statistics (ONS) e.g., 2021 Census.

INITIAL ASSESSMENT DATA SUMMARY

At this stage, the high-level nature of the LTP4 and its associated aims preclude the comprehensive identification of specific impacts on unlawful discrimination, harassment and victimisation towards protected characteristic groups and/or other priority areas.

Age

Category	Wokingham Borough	South East England	England
Aged 0-15	19.5%	17.4%	17.4%
Aged 16-64	63.3%	63.1%	64.2%
Aged 65+	17.2%	19.4%	18.4%

Disability

Category	Wokingham Borough	South East England	England
Disabled under the Equality Act 2010	12.5%	16.1%	17.3%
Not Disabled under the Equality Act 2010	87.5%	83.9%	82.7%

Gender Reassignment¹

Category	Wokingham Borough	South East England	England
Gender Identity Same as Sex Registered at Birth	95.0%	94.1%	93.5%
Gender Identity Difference from Sex Registered at Birth	0.4%	0.5%	0.5%
Not Answered	5.0%	5.4%	6.0%

¹ Note of caution: Due to an error in the estimated number of transgender people in the 2021 census question, the ONS will no longer be treating this as an official statistic, but will be deemed as experimental.

Marriage and Civil Partnership

Category	Wokingham Borough	South East England	England
Never Married and Never Registered a Civil Partnership	30.3%	34.8%	37.9%
Married or in a Registered Civil Partnership	55.0%	47.6%	44.7%
Separated, but Still Legally Married or Still Legally in a Civil Partnership	1.6%	2.1%	2.2%
Divorced or Civil Partnership Dissolved	7.6%	9.3%	9.1%
Widowed or Surviving Civil Partnership Partner	5.5%	6.1%	6.1%

Pregnancy and Maternity

Category	Wokingham Borough	South East England	England
Births	0.3%	0.3%	0.3%

Race

Category	Wokingham Borough	South East England	England
Asian, Asian British or Asian Welsh	12.9%	7.0%	9.6%
Black, Black British, Black Welsh, Caribbean or African	2.4%	2.4%	4.2%
Mixed or Multiple Ethnic Groups	3.1%	2.8%	3.0%
White	79.9%	86.3%	81.0%
Other Ethnic Group	1.6%	1.5%	2.2%

Religion or Belief

Category	Wokingham Borough	South East England	England
No Religion	36.9%	40.2%	36.7%
Christian	44.7%	46.5%	46.3%
Buddhist	0.5%	0.6%	0.5%
Hindu	4.8%	1.7%	1.8%
Jewish	0.2%	0.2%	0.5%
Muslim	4.8%	3.3%	6.7%
Sikh	1.7%	0.8%	0.9%
Other Religion	0.4%	0.6%	0.6%
Not Answered	5.9%	6.1%	6.0%

Sex

Category	Wokingham Borough	South East England	England
Female	50.9%	51.1%	51.0%
Male	49.1%	48.9%	49.0%

Sexual Orientation

Category	Wokingham Borough	South East England	England
Straight or Heterosexual	91.2%	89.8%	89.4%
Lesbian, Gay, Bisexual or Other (LGB+)	2.2%	3.1%	3.2%

Armed Forces Communities

Category	Wokingham Borough	South East England	England
Have previously served in the UK regular armed forces	2.4%	3.2%	2.9%
Have previously served in the UK reserve armed forces	0.7%	0.8%	0.7%
Have previously served in both the regular and reserve UK armed forces	0.1%	0.2%	0.2%

4. Assessing & Scoring Impact

Scoring Impact for Equality Groups	Description
Positive	The proposal promotes equality of opportunity by meeting needs or addressing existing barriers to participation and/or promotes good community relations.
Neutral	The proposal has no impact or no disproportionate impact.
Low negative	The proposal is likely to negatively impact a small number of people, be of short duration and can easily be resolved.
High negative	The proposal is likely to have a significant negative impact on many people or a severe impact on a smaller number of people.

5. Assumptions

This assessment has been conducted based on the assumption that the following recommended measures are adhered to as best-practice:

- 1) continue to undertake continuous engagement with Wokingham's independent Equality Forum;
- 2) follow legislation, guidance, and best practice in the delivery of the LTP4's aims, such as the DfT's Local Transport Note (LTN) 1/20; and
- 3) consider how to best to mitigate the low negative impacts of construction and maintenance of the LTP4 aims.

Equality Group: Age

A person's ability to access and use Wokingham Borough's transport network may differ dependent on their age. In 2021, the overall population was 56,489,800 in England and 9,278,100 in South East England, whilst the total population of Wokingham Borough stood at 177,500 residents. The Borough's population is expected to grow to 191,867 residents by 2043; of which 18.6% will be aged 0-15, 57.6% will be aged 16-64, and 23.8% will be aged 65+:

- There is a slightly higher proportion of 0-15-year-olds in Wokingham Borough compared to regionally and nationally, meaning that any impact(s) may affect this particular sub-group to a greater extent.
- The proportion of working aged people in Wokingham Borough is broadly in line with regional and national figures, meaning that any impact(s) are not likely to affect this particular sub-group to a lesser nor greater extent.
- There is a slightly lower proportion of people aged 65+ in Wokingham Borough compared to regionally and nationally, meaning that any impact(s) may affect this particular sub-group to a lesser extent.

Impact score	Impact and supporting data
Reduce Environmental Impacts	
Achieve net zero carbon emissions	
POSITIVE	<ul style="list-style-type: none"> • Younger working aged people may have a higher dependence on active travel and public transport services due to the cost of purchasing a vehicle and its associated (upfront and prolonged) costs. The LTP4 seeks to explore expanding the Electric Vehicle network including E-bikes and electric charging points. In addition, the LTP4 supports the provision of improved active travel infrastructure such as cycle lanes. • Elderly people are typically inhibited from accessing public transport services as a result of digital barriers to viewing travel times and cost, leading to a reliance on motor vehicles. This is reflected in the high proportion of full car driving licence holders aged 60-69 (85.0%) and over 70 (67.0%). The minimum journey time to eight key services in Wokingham Borough by private vehicle was 18.5 minutes. LTP4's aim to reduce total traffic movements on Wokingham Borough Council roads would help to improve journey times for people reliant on a private vehicle(s).
Clean air	
POSITIVE	<ul style="list-style-type: none"> • Exposure to poor air quality can impact pre-existing and cause respiratory conditions across all age groups, particularly the young and elderly who may be more vulnerable to respiratory diseases. The LTP4 aims to reduce road traffic to improve air quality in Wokingham, and support the transition to carbon neutrality. • Creating low traffic environments, improving access to active travel and public transport will also bring about improvements to air quality throughout the Borough which will be particularly beneficial to the young and elderly.
High quality travel corridors	
POSITIVE	<ul style="list-style-type: none"> • A lack of suitable infrastructure can be a barrier to active travel for younger people and the elderly due to actual / perceived safety issues. The LTP4 aims to deliver high quality walking, cycling, and public transport throughout the Borough. The LTP4 also includes upgrades to active travel facilities at park and ride locations. • In 2021, the national proportion of full car driving licence holders aged 17-20 (21.0%) and aged 21-29 (67.0%) was considerably lower than for all other age groups (average 82.0%), indicating that younger working aged people may have a higher dependence on active travel and public transport services. In terms of public transport, the LTP4 will deliver a network of greenways and green lanes, improving access and connectivity across the Borough.

	<ul style="list-style-type: none"> In Wokingham Borough, the minimum journey time to eight key services by public transport was 10.8 minutes. Age-related health conditions can lead to difficulty boarding and alighting public transport, leading to a greater journey time and reduced journey quality. The LTP4 looks to improve interchange and access facilities helping to increase access and journey quality.
Develop the Economy	
Maintain a well-functioning transport network	
NEUTRAL	<ul style="list-style-type: none"> Whilst a well-maintained transport network is beneficial to people of all ages, construction and maintenance works can impact the way in which people travel. Air pollution generated through construction activities will be particularly detrimental to the young and elderly. As such, the LTP4 is expected to bring about temporary minor adverse effects to the aforementioned age groups. In the long term, a well-maintained transport network will be beneficial to all age groups throughout the Borough. The adaption of network maintenance to increase resilience to a changing climate will be beneficial to elderly residents who's pre-existing health conditions may be exacerbated under a changing climate. All age groups will benefit from high quality public transport links to community hubs which can be important to those who feel more isolated.
Support sustainable development	
POSITIVE	<ul style="list-style-type: none"> All age groups will benefit from the enablement of sustainable development. The LTP4 looks aims to provide streets that are attractive and permeable for pedestrians and cyclists. This will encourage the uptake of active travel amongst the young and elderly through improvements to safety and connectivity. In 2021, almost a third of people aged 60 and over in England used the bus at least once a month. Wokingham Borough is forecast to become an ageing population within the next decade, meaning there will be a growing number of residents holding free Older Persons Bus Passes. This is likely to lead to additional demand on local bus services. This objective aims to support improvements to digital accessibility which will aid in the uptake of public transport by young and elderly residents. However, there may be negative impacts upon the elderly, who may be less likely to understand how digital platforms work.
Protect and enhances strategic connectivity	
NEUTRAL	<ul style="list-style-type: none"> All age groups benefit from use of strategic connectivity. The delivery of greenways and green lanes, as well as an increase in bus service frequency will improve accessibility and enhance connectivity for all residents. Improved connectivity will enable young people to access a wider range of employment opportunities, as well as reduce the potential for loneliness experienced by elderly residents through improved opportunities for visitors.
Create Healthy and Safe Places	
50% Active travel in towns	
POSITIVE	<ul style="list-style-type: none"> All age groups are less likely to cycle if they perceive the local environment to be unsafe. The LTP4 aims to increase the proportion of people cycling through the delivery of high-quality cycle facilities. A lack of dedicated, secure cycle parking can stop people of all age groups from cycling. The LTP4 seeks to increase cycle parking provision at local destinations. Younger people may have a higher dependence on active travel and public transport services due to the expense associated with private vehicle travel and obtaining a licence. The LTP4 seeks to deliver E-bike hire schemes to improve door-to-door transport options, increasing access to employment opportunities for this age group.
Safer streets for all	
POSITIVE	<ul style="list-style-type: none"> Certain age groups, such as younger people and older people can be more vulnerable to collisions due to reduced awareness and mobility. Targeted infrastructure changes to reduce collisions revising speed limits and implementing passive and active speed control measures across the Borough, where appropriate, will improve road safety.

	<ul style="list-style-type: none"> • With regard to school aged pupils in 2019, 97.0% of pupils residing in Wokingham Borough were within a 15-minute journey by private vehicle to the nearest school, 79.0% lived within a 15-minute walk, and 100.0% lived within a 15-minute cycle to school. The LTP4 would support the trial and delivery of School Streets and safer routes to school across the Borough. • Maintaining pedestrian and cycle routes through planned maintenance programmes, in support of a Sustainable Routes to School Strategy, will ensure walking and cycling paths are safe to use in all weathers, reducing hazards and risks to injury, especially for school aged children, however this will also benefit elderly and working aged people who use the routes.
Thriving villages and rural centres	
POSITIVE	<ul style="list-style-type: none"> • The LTP4 includes the identification of local priorities for improving walking, cycling and horse riding and trial changes to increase network of low traffic rural/green lanes. • Road closures have been found to improve the character of streets, making streets into more pleasant, environments for people of all ages. The LTP4 aims to trial temporary highway closures for local events to support vitality of rural villages. • A lack of dedicated transport infrastructure can limit the mobility of people of all ages. The LTP4 seeks to deliver Electric Vehicle charging improvements, secure cycle parking and motorcycle parking facilities at local destinations. • The LTP4 seeks to become a ‘Marmot’ Borough, ensuring Wokingham has a healthy standard of living for all ages. • Children who participate in the Bikeability programme are better at responding to risk and report increased confidence, leading to more children cycling to school, which improves their mental health, wellbeing, classroom engagement, and academic results. The programme also provides cycle sessions for those with learning disabilities or mobility impairments and training for all age groups as well as basic bike maintenance courses for adults, further promoting health and wellbeing.

Equality Group: Disability

A person's ability to access and use Wokingham Borough's transport network may differ dependent on whether or not they self-declare as Disabled under the Equality Act 2010. The proportion of people self-declared as Disabled under the Equality Act 2010 was slightly lower in Wokingham Borough compared to in the south east and England, meaning that any impact(s) may affect this particular group to a lesser extent.

Impact score	Impact and supporting data
Reduce Environmental Impacts	
Achieve net zero carbon emissions	
POSITIVE	<ul style="list-style-type: none"> In 2019, disabled adults in England made 26% fewer trips than those without a disability². The inhibited access to public transport experienced by disabled users results in a reliance on motor vehicles. For Disabled people who are not able to cycle, walk and/or wheel, nor access public transport, the LTP4's aim to reduce total traffic movements on Wokingham Borough Council roads would help to improve journey times for Disabled people and people with short- and long-term health conditions reliant on a private vehicle(s). Disabled people and people with short- and long-term health conditions (particularly those with mobility issues) may struggle to access and/or use Electric Vehicle charging infrastructure due to inaccessible parking or the presence of heavy charging cables. Within the centre of Wokingham, there are circa four charging points that are both publicly accessible and have no access restrictions, limiting options for Disabled people and people with short- and long-term health conditions. The LTP4 seeks to deliver suitable provisions as well as promote of peer-to-peer electric charging networks to meet growing demand for EV charging and providing suitable EV charging infrastructure to support carbon neutral development.
Clean air	
POSITIVE	<ul style="list-style-type: none"> Exposure to poor air quality can impact pre-existing respiratory conditions for Disabled people and people with short- and long-term health conditions. The LTP4 aims to reduce traffic to remove air quality exceedances improve air quality. Additionally, the LTP4 aims to delivers Air Quality Action Plans (AQAPs) to reduce air pollution and seek the use of decarbonised buses.
High quality travel corridors	
POSITIVE	<ul style="list-style-type: none"> A lack of suitable infrastructure for Disabled people and people with short- and long-term health conditions can be a barrier to active travel. The LTP4 aims to deliver high quality walking, cycling, and public transport through improved throughout the Borough. The LTP4 also includes upgrades to active travel facilities to every bus stop and at park and ride locations. A lack of infrastructure that supports Disabled people and people with short- and long-term health conditions can lead to difficulty boarding and alighting public transport, leading to a greater journey time. The LTP4 looks to deliver improved interchange and access facilities helping to increase access and journey quality. In Wokingham Borough, Disabled person's bus passes are free for residents who have a permanent disability or a disability that is expected to last at least one year. The LTP4 seeks to increase bus frequency and reliability as well as high quality bus stop infrastructure.
Develop the Economy	
Maintain well-functioning transport network	
POSITIVE	<ul style="list-style-type: none"> Whilst a well-maintained transport network is beneficial to disabled people and people with short- and long-term health conditions, construction and maintenance works can impact the way in which people travel. Temporary disruption to and blocking of pedestrian routes by construction and maintenance vehicles and plant is particularly detrimental to those reliant on mobility aids. Equally, increased air pollution as a result of construction will adversely affect those with health issues including respiratory conditions. As such, these specific LTP4 aims noted under the LTP4 are deemed to potentially have a low negative impact on this group in the short-term, but a positive impact in the longer term: <ul style="list-style-type: none"> Test and trial measures that support LTP objectives and reduce maintenance.

² Transport: Disability and Accessibility Statistics, England 2019/20 (2021) https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/972438/transport-disability-and-accessibility-statistics-england-2019-to-2020.pdf

Impact score	Impact and supporting data
	<ul style="list-style-type: none"> The LTP4 will support and enable independent travel by ensuring all bus stops are easily accessible with appropriate surfaces, encouraging transport operators to provide visual and audible announcements on all trains and buses which will benefit people with physical disabilities and promoting independence. In addition, increased education and awareness for transport providers on learning disabilities and autism will provide a feeling of safety. The development and delivery of a one-stop-shop for travel information will benefit disabled people by encouraging independent travel and planning journeys. However, there is potential for negative effects if the digital platforms (website or phone app) do not accessible versions.
Support sustainable development	
POSITIVE	<ul style="list-style-type: none"> The LTP4 aims to provide streets that are attractive and permeable for pedestrians and cyclists, the accessibility and adaptation considerations of which will be of particular benefit to disabled groups in the area by aligning with the national LTN 1/20 guidance. Equally, the provision of secure cycle parking including adapted cycles will continue the uptake of active travel by disabled groups who may initially be less likely to choose transport modes of this nature.
Protect and enhance strategic connectivity	
NEUTRAL	<ul style="list-style-type: none"> All people benefit from enhancing strategic connectivity throughout the Borough.
Create Healthy and Safe Places	
50% Active travel in towns	
POSITIVE	<ul style="list-style-type: none"> Disabled people and people with short- and long-term health conditions may be less likely to cycle due to unsuitable environments, infrastructure not being accessible for adaptive cycles, and a lack of support. The LTP4 aims to increase the proportion of people cycling through the delivery of high-quality cycle facilities by aligning with national LTN 1/20 guidance. A lack of dedicated, secure cycle parking that accommodate adaptive cycles can stop disabled people and people with short- and long-term health conditions from cycling. The LTP4 seeks to increase cycle parking provision, including adapted cycles, at local destinations.
Safer streets for all	
POSITIVE	<ul style="list-style-type: none"> Disabled people and people with short- and long-term health conditions are four times more likely to be injured as a pedestrian than people without a disability³. Targeted infrastructure changes to reduce collisions revising speed limits and implementing traffic speed measures across the Borough with a developed Vision Zero Action Plan, to improve road safety and reducing traffic fatalities and severe injuries. In addition, increasing the network of quiet rural roads and residential streets. With regard to school aged pupils with a disability or short- and long-term health condition, travel to school via active modes may be difficult, even with parent / carer supervision. The LTP4 will implement the delivery of School Streets at suitable locations and safer routes to school across the Borough to improve actual and perceived of safety. The LTP4 will seek to manage on street parking to keep pavements clear and reduce the safety risk of pedestrians and disabled people who require mobility scooters or wheelchairs. In addition, the LTP4 will adopt the Healthy Streets approach to all new schemes, ensuring the ten Key Healthy Streets Indicators are demonstrated. This will create streets that are safe, not too noisy, accommodates inclusive active travel and public transport and provides places of rest and shelter, which will particularly benefit disabled people.
Thriving villages and rural centres	
POSITIVE	<ul style="list-style-type: none"> Road closures have been found to improve the character of streets, making streets into more pleasant, environments for all people, in particular disabled people and people with short- and long-term health conditions. The LTP4 aims to trial temporary road closures for local events to support vitality of rural villages.

³ ROAD INJURIES IN THE NATIONAL TRAVEL SURVEY UNDER-REPORTING AND INEQUALITIES IN INJURY RISK (2018)
https://westminsterresearch.westminster.ac.uk/download/131c6fd3314dc19383f95fa6a791562f9a0dd3d1a965abbd5058a91296822352/1888783/Road_Injuries_Report_April2018.pdf

Impact score	Impact and supporting data
	<ul style="list-style-type: none"> • A lack of dedicated, accessible transport infrastructure can limit the mobility of disabled people and people with short- and long-term health conditions. The LTP4 seeks to deliver Electric Vehicle charging improvements, secure cycle parking and motorcycle parking facilities at local destinations. Adapted cycle parking is a measure included in the Active Travel policy and as such it is assumed inclusive provision will be applied here as well. • Becoming a 'Marmot' Borough will ensure Wokingham reduces health inequalities. • Children who participate in the Bikeability programme are better at responding to risk and report increased confidence, leading to more children cycling to school, which improves their mental health, wellbeing, classroom engagement, and academic results. The programme also provides cycle sessions for those with learning disabilities or mobility impairments and training for all age groups as well as basic bike maintenance courses for adults, further promoting health and wellbeing.

Equality Group: Gender Reassignment

A person's ability to access and use Wokingham Borough's transport network may differ dependent on whether they propose to undergo, are undergoing, or have undergone a process to reassign their sex. Wokingham Borough has a marginally lower proportion of people whose gender identity is different from their sex registered at birth compared to regionally and nationally, meaning that any impact(s) may affect this particular sub-group to a lesser extent.

Impact score	Impact and supporting data
Reduce Environmental Impacts	
Net zero carbon emissions	
Low Negative	<ul style="list-style-type: none"> • People that propose to undergo, are undergoing or have recently undergone gender reassignment may experience difficulties or discomfort when accessing transport due to limitations on gender-neutral toilets for instance. This can inhibit use of transport services, leading to a temporary reliance on motor vehicles. For people who feel unable to cycle, walk and/or wheel, nor access public transport, the LTP4's aim to reduce total traffic movements on Wokingham Borough Council roads would help to improve journey times. • The potential implementation of a network of shared electric vehicles (car clubs) under this objective may have adverse impacts for those that propose to undergo, are undergoing or have recently undergone gender reassignment as the low level of regulation and causal nature of this proposed scheme may lead to people experiencing identity-based discrimination in this space. The policing of such car clubs would be necessary to ensure such negative effects are not felt by this group.
Clean air	
NEUTRAL	<ul style="list-style-type: none"> • Due to its high-level and indirect impact on transport users that propose to undergo, are undergoing, or have undergone gender reassignment, the LTP4 is deemed to potentially have a neutral impact on this particular group: <ul style="list-style-type: none"> ○ Wokingham Town Centre Freight Strategy. ○ Reduce traffic to remove air quality exceedances. ○ Improve air quality.
High quality travel corridors	
POSITIVE	<ul style="list-style-type: none"> • A lack of infrastructure that supports people with short-term health conditions due to undergoing / having undergone gender reassignment can lead to difficulty boarding and alighting public transport, leading to a greater journey time. The LTP4 looks to deliver improved interchange and access facilities, helping to increase access and journey quality.
Grow the Economy	
Maintain well-functioning transport network	
POSITIVE	<ul style="list-style-type: none"> • Individuals that propose to undergo, are undergoing, or have undergone gender reassignment are more likely to be a victim of harassment or acts of discrimination; this results in reduced feelings of safety when using public transport, walking or cycling, particularly at night-time or on quiet streets. The LTP4 seeks to enhance pedestrian access and safety in local service centres which will be beneficial to this group. • Whilst a well-maintained transport network is beneficial to people of all residents, construction and maintenance works can impact the way in which people travel. As such, these specific LTP4 aims noted under the LTP4 are deemed to potentially have a low negative impact in the short-term, but a positive impact in the longer term: <ul style="list-style-type: none"> ○ Test and trial measures that support LTP objectives and reduce maintenance. • The dial-a-ride service under this policy will be beneficial to this group. In instances where public transport usage is not preferable due to unfolding acts of discrimination or harassment, the provision of a private vehicle service will be beneficial.
Support sustainable development	

NEUTRAL	<ul style="list-style-type: none"> All people benefit from the enablement of sustainable development. The LTP4 aims to provide streets that are attractive to and permeable for pedestrians and cyclists which will bring about improvements to the public realm and overall contribute positively to the wellbeing of residents in the area.
Protect and enhance strategic connectivity	
NEUTRAL	<ul style="list-style-type: none"> All people benefit from enhancing strategic connectivity throughout the Borough.
Create Healthy and Safe Places	
50% Active travel in towns	
POSITIVE	<ul style="list-style-type: none"> People that propose to undergo, are undergoing, or have undergone gender reassignment may be less likely to engage in active travel modes as a result of fear of discrimination in the public realm. The LTP4 aims to increase the proportion of people cycling through the delivery of high-quality cycle facilities. Increased engagement through My Journey under this policy will also give individuals the opportunity to feedback on their experience of active transport in the Borough, enabling a process of continual improvement to boost feelings of safety and accessibility. The LTP4 aims to enhance pedestrian access and safety for all in local service centers with safe crossings, clear signage and good lighting. This may increase feelings of safety whilst using active travel options.
Safer streets for all	
NEUTRAL	<ul style="list-style-type: none"> Due to its high-level and indirect impact on transport users that propose to undergo, are undergoing, or have undergone gender reassignment, the LTP4 is deemed to potentially have a neutral impact on this particular group: <ul style="list-style-type: none"> Targeted infrastructure changes to reduce collisions, including the adoption of Vision Zero, revising speed limits across the Borough with targeted interventions, where appropriate, to improve road safety, and increasing the network of quiet rural roads and residential streets. Support the delivery of School Streets and safer routes to school across the Borough.
Thriving villages and rural centres	
POSITIVE	<ul style="list-style-type: none"> The presence of uneven surfaces, lack of dropped kerbs and use of shared spaces can all limit the mobility of people, especially if having recently undergone gender reassignment surgery. The LTP4 seeks to enhance pedestrian access in local service centres. Due to its high-level and indirect impact on transport users that propose to undergo, are undergoing, or have undergone gender reassignment, the following LTP4 aims are deemed to potentially have a neutral impact on this particular group: <ul style="list-style-type: none"> Trial temporary road closures for local events to support vitality of rural villages. Deliver Electric Vehicle charging improvements, secure cycle parking and motorcycle parking facilities at local destinations. The LTP4 seeks to adopt the Healthy Streets approach to all new schemes, ensuring people feel safe, relaxed and welcome, which would have beneficial impacts on this protected group. In addition, the LTP4 supports Wokingham to become a 'Marmot' Borough, reducing health inequalities, create fair employment and reduce discrimination.

Equality Group: Marriage and Civil Partnership

A person's ability to access and use Wokingham Borough's transport network may differ dependent on whether they are in an opposite- or same-sex marriage or registered civil partnership. There are a higher proportion of people married or in a registered civil partnership in Wokingham Borough compared to regionally and nationally, meaning that any impact(s) may affect this particular sub-group to a greater extent.

Impact score	Impact and supporting data
Reduce Environmental Impacts	
Net zero carbon emissions	
NEUTRAL	<ul style="list-style-type: none"> • Due to their high-level and indirect impact on transport users, the following LTP4 aims are deemed to potentially have a neutral impact on this particular group: <ul style="list-style-type: none"> ○ Reduce total traffic movements in Wokingham Borough Council. ○ Collaborate with supporting partners and innovators in developing new solutions for decarbonising transport. ○ EV charging stations at Park and Ride sites. ○ Promote of peer-to-peer electric charging networks to meet growing demand for EV charging. ○ Provide suitable EV charging infrastructure to support carbon neutral development. ○ Explore expanding the Electric Vehicle network (car club).
Clean air	
NEUTRAL	<ul style="list-style-type: none"> • Due to its high-level and indirect impact on transport users that are in a marriage or civil partnership, the LTP4 is deemed to potentially have a neutral impact on this particular group: <ul style="list-style-type: none"> ○ Wokingham Town Centre Freight Strategy. ○ Reduce traffic to remove air quality exceedances in Wokingham Town Centre. ○ Improve air quality • The LTP4 aims to reduce traffic to remove air quality exceedances improve air quality. Additionally, the LTP4 aims to delivers Air Quality Action Plans (AQAPs) to reduce air pollution and seek decarbonised buses, which is likely to have positive impacts for all residents.
High quality travel corridors	
NEUTRAL	<ul style="list-style-type: none"> • Due to its high-level and indirect impact on transport users that are in a marriage or civil partnership, the LTP4 is deemed to potentially have a neutral impact on this particular group by: <ul style="list-style-type: none"> ○ Delivering high quality cycle facilities and infrastructure, including an E-bike hire scheme; ○ Upgrade active travel facilities; ○ Increase bus frequency and improve bus journey times along priority bus corridors and connecting rural areas; ○ Deliver a high-quality transport corridors; ○ Increasing rail service frequency to 20-minutes along the North Downs Line. ○ Improve interchange and access facilities; ○ Improve access to all bus stops; ○ The integration of a network of transport hubs across the Borough; ○ Transforming the Borough's bus network by delivering the Bus Service Improvement Plan (BSIP); and ○ Improve access to Twyford Station.
Grow the Economy	
Maintain well-functioning transport network	

NEUTRAL	<ul style="list-style-type: none"> • Due to its high-level and indirect impact on transport users that are in a marriage or civil partnership, the following LTP4 policies are deemed to potentially have a neutral impact on this particular group: <ul style="list-style-type: none"> ○ Test and trial measures that support LTP objectives and reduce maintenance; ○ Work with operators to share operational and real time data to improve transport services and maintenance; ○ Enable My Journey to become a contact point for all travel and transport advice; and ○ Providing high quality public transport links to community hubs.
Support sustainable development	
NEUTRAL	<ul style="list-style-type: none"> • All people benefit from the enablement of sustainable development. The LTP4 aims to provide streets that are attractive to and permeable for pedestrians and cyclists which will bring about improvements to the public realm and overall contribute positively to the wellbeing of residents in the area. • Improving digital access to all residents through the development of a website or phone app to plan travel journeys.
Protect and enhance strategic connectivity	
NEUTRAL	<ul style="list-style-type: none"> • All people benefit from use of strategic connectivity. The LTP4 seeks to maintain safe and efficient access to the M4 and A329(M). • Collaborate with Reading, Bracknell and other stakeholders to discuss and provide a coordinated grouping of shared transport matters.
Create Healthy and Safe Places	
50% Active travel in towns	
NEUTRAL	<ul style="list-style-type: none"> • Due to its high-level and indirect impact on transport users that are in a marriage or civil partnership, the following LTP4 aims are deemed to potentially have a neutral impact on this particular group: <ul style="list-style-type: none"> ○ Increase cycle parking provision at local destinations; ○ Deliver an E-bike hire scheme to improve door-to-door transport; ○ Delivery of high-quality cycle facilities; and ○ Improved pedestrian environments and space for businesses in town centres and increase the range of services and engagement.
Safer streets for all,	
POSITIVE	<ul style="list-style-type: none"> • The LTP4 aims to develop safety initiatives, including through supporting the delivery of School Streets and safer routes to school across the Borough. This will be particularly beneficial to those in a marriage or civil partnership with children who attend school.
Thriving villages and rural centres	
NEUTRAL	<ul style="list-style-type: none"> • Due to its high-level and indirect impact on transport users that are in a marriage or civil partnership, the following LTP4 aims are deemed to potentially have a neutral impact on this particular group: <ul style="list-style-type: none"> ○ Trial temporary road closures for local events to support vitality of rural villages; and ○ Deliver Electric Vehicle charging improvements, secure cycle parking and motorcycle parking facilities at local destinations. • Updating Wokingham’s Living Street design guidance to encourage well-designed developments that complement the local area. • The LTP4 seeks to adopt the Healthy Streets approach to all new schemes, ensuring people feel safe, relaxed and welcome, which would have beneficial impacts on this protected group, particularly those in same sex marriages or civil partnerships, who may be more susceptible to discrimination. In addition, the LTP4 supports Wokingham to become a ‘Marmot’ Borough, reducing health inequalities, create fair employment and reduce discrimination.

Equality Group: Pregnancy and Maternity

A person's ability to access and use Wokingham Borough's transport network may differ dependent on whether they, their partner, or their surrogate are pregnant, have recently given birth, or have adopted. The proportion of births in Wokingham Borough is the same as regionally and nationally, meaning that any impact(s) are not likely to affect this particular group to a lesser nor greater extent.

Impact score	Impact and supporting data
Reduce Environmental Impacts	
Net zero carbon emissions	
POSITIVE	<ul style="list-style-type: none"> A reduction in traffic movements under this objective will be beneficial to pregnant women as it will enable them more reliable estimations of journey time to maternity appointments. Moreover, in emergency events, reduced traffic movements will aid in the quick transport of the mother to the relevant healthcare facility. The potential implementation of the Electric Vehicle Network (car club) may be a new way pregnant women and young mothers can meet and socialise. This will be beneficial due to the positive health and mental wellbeing effects associated with socialisation.
Clean air	
POSITIVE	<ul style="list-style-type: none"> Exposure to poor air quality can impact foetal development, cause miscarriages, premature births, low birth weights, and stillbirths⁴. The LTP4 aims to reduce traffic and deliver AQAPs to reduce air pollution and improve health and wellbeing. In addition, the LTP4 will implement traffic management strategies to reduce traffic speeds and enhance traffic flow, contributing to improved air quality. Increases in active travel facilities, including an E-bike hire scheme and EV charging infrastructure will also contribute to a lower emission transport system within Wokingham, providing further improvements to local air quality.
High quality travel corridors	
POSITIVE	<ul style="list-style-type: none"> People that are pregnant or travelling with small children may require or use adapted cycles to travel, such as bike seats, cargo bikes, etc. The presence of uneven surfaces and lack of dropped kerbs can all also limit the mobility of parents / carers with a younger person, especially if using aids such as pushchairs, walkers, wheelchairs, etc. The LTP4 seeks to increase adapted cycle parking provision across the Borough and align design guidance with the national LTN 1/20 guidance. The LTP4 will also implement a network of integrated transport hubs across the Borough, increasing access for this protected group. People that are pregnant or have recently given birth may struggle to board and/or alight public transport services and/or cycle, walk or wheel due to medication and/or medical conditions related to their natal or postnatal (postpartum) stage - considered a short-term and/or long-term impairment. The LTP4 looks to deliver improved interchange and access facilities for bus and rail services, helping to increase access and journey quality. People that are pregnant and participate in school runs with younger children, will benefit from the refreshed Sustainable Routes and School Strategy which seeks to improve infrastructure to schools such as surfaced footways and cycle routes, level boarding at every bus stop.
Grow the Economy	
Maintain well-functioning transport network	
NEUTRAL	<ul style="list-style-type: none"> Whilst a well-maintained transport network is beneficial to all, construction and maintenance works can impact the way in which people travel. As such, these specific LTP4 aims noted under the LTP4 are deemed to potentially have a low negative impact on this group in the short-term, but a positive impact in the longer term: <ul style="list-style-type: none"> Test and trial measures that support LTP objectives and reduce maintenance; and

⁴ Outdoor Air Pollution and Pregnancy Loss: a Review of Recent Literature (2022) [https://link.springer.com/article/10.1007/s40471-022-00304-w#:~:text=Each%2010%20%CE%BCg%2Fm3,%25\)%20increased%20risk%20of%20miscarriage.](https://link.springer.com/article/10.1007/s40471-022-00304-w#:~:text=Each%2010%20%CE%BCg%2Fm3,%25)%20increased%20risk%20of%20miscarriage.)

	<ul style="list-style-type: none"> ○ Work with operators to share operational and real time data to improve transport services and maintenance. ● The LTP4 will continue to implement the My Journey service to become a contact point for all travel and transport advice. In addition, the LTP4 will provide a travel guide for women to inform them of their travel options which will particularly women who are pregnant or travelling with young children.
Support sustainable development	
NEUTRAL	<ul style="list-style-type: none"> ● All people benefit from the enablement of sustainable development. The LTP4 aims to provide streets that are attractive to and permeable for pedestrians and cyclists which will bring about improvements to the public realm and overall contribute positively to the wellbeing of residents in the area. Pregnant women may feel safer moving through the space upon public realm improvements under this policy. ● Improving digital access to all residents through the development of a website or phone app to plan travel journeys.
Protect and enhance strategic connectivity	
NEUTRAL	<ul style="list-style-type: none"> ● All people benefit from use of strategic connectivity. The LTP4 looks to support improved bus and rail service reliability and frequencies as well as high quality bus stop infrastructure in new developments.
Create Healthy and Safe Places	
50% Active travel in towns	
POSITIVE	<ul style="list-style-type: none"> ● Mothers tend to take shorter journeys for childcare, work, and household responsibilities; these are more likely to involve multi-stop journeys outside of peak hours ('trip chaining'). These journey types are less likely to be served by public transport corridors due to their unique, indirect nature and can be more expensive than direct trips. The LTP4 will aid in this dilemma by providing increasing public transport services.
Safer streets for all	
POSITIVE	<ul style="list-style-type: none"> ● Targeted infrastructure changes to reduce collisions, including the adoption of Vision Zero, revising speed limits across the Borough with targeted interventions, where appropriate, to improve road safety, and increasing the network of quiet rural roads and residential streets. ● The LTP4 aims to develop safety initiatives, including through supporting the delivery of School Streets and safer routes to school across the Borough. This will be particularly beneficial to those who are pregnant and who have children who attend school. ● The LTP4 will seek to manage on street parking to keep pavements clear and reduce the safety risk of pedestrians and people who require mobility assistance, this would benefit people who are in their late term pregnancies who may struggle with walking or who have young children in pushchairs. ● In addition, the LTP4 will adopt the Healthy Streets approach to all new schemes, ensuring the ten Key Healthy Streets Indicators are demonstrated. This will create streets that are safe, not too noisy, accommodates inclusive active travel and public transport and provides places of rest and shelter, which will benefit pregnant people and those with pushchairs.
Thriving villages and rural centres	
POSITIVE	<ul style="list-style-type: none"> ● The presence of uneven surfaces, lack of dropped kerbs, use of shared spaces can all limit the mobility of people who are pregnant or have recently given birth and travelling with prams. The LTP4 seeks to enhance pedestrian access in local service centres. ● The LTP4 seeks to adopt the Healthy Streets approach to all new schemes, ensuring people feel safe, relaxed and welcome. In addition, the LTP4 supports Wokingham to become a 'Marmot' Borough, reducing health inequalities, create fair employment and reduce discrimination. ● Children who participate in the Bikeability programme are better at responding to risk and report increased confidence, leading to more children cycling to school, which improves their mental health, wellbeing, classroom engagement, and academic results.

Equality Group: Race

A person's ability to access and use Wokingham Borough's transport network may differ dependent on their ethnicity. The proportion of people identifying as Asian, Asian British or Asian Welsh in Wokingham Borough is considerably higher than regionally and nationally, meaning that any impact(s) are likely to affect this particular sub-group to a greater extent. All other ethnicities are broadly similar as regionally and nationally, meaning that any impact(s) are not likely to affect these groups to a lesser nor greater extent.

Impact score	Impact and supporting data
Reduce Environmental Impacts	
Net zero carbon emissions	
LOW NEGATIVE	<ul style="list-style-type: none"> • Due to their high-level and indirect impact on transport users, the following LTP4 aims are deemed to potentially have a neutral impact on this particular group: <ul style="list-style-type: none"> ○ Collaborate with supporting partners and innovators in developing new solutions for decarbonising transport; ○ Improved active travel facilities at Park and Ride sites; ○ Reduce total traffic movements on Wokingham Borough Council roads; ○ Provide suitable EV charging infrastructure to support carbon neutral development; and ○ Explore expanding the Electric Vehicle network (car club and E-bike hire schemes). • The potential implementation of a network of shared electric vehicles (car sharing) under this objective may have adverse impacts for people of ethnic minorities as the low level of regulation and causal nature of this proposed scheme may lead to people experiencing fear of crime in this space and using these modes. The policing of such car clubs/sharing would be necessary to ensure such negative effects are not felt by this group.
Clean air	
POSITIVE	<ul style="list-style-type: none"> • People from ethnic minorities are more likely to reside in areas that experience increased levels of pollution⁵. The LTP4 aims to reduce traffic and deliver AQAPs to reduce air pollution and improve health and wellbeing. In addition, the LTP4 will implement traffic management strategies to reduce traffic speeds and enhance traffic flow, contributing to improved air quality. • Increases in active travel facilities, including car clubs, an E-bike hire scheme and EV charging infrastructure, as well as supporting cargo bikes, will also contribute to a lower emission transport system within Wokingham, providing further improvements to local air quality.
High quality travel corridors	
POSITIVE	<ul style="list-style-type: none"> • Bus usage by people in ethnic minority groups is typically higher than for people in White groups⁶. The LTP4 seeks to increase bus service frequency and reliability, as well as the delivery of greenways from rural areas. • The following LTP4 policies are deemed to potentially have a positive impact on this particular group: <ul style="list-style-type: none"> ○ Deliver improved interchange and access facilities, including high quality bus stop infrastructure; ○ Deliver high quality cycle facilities and active travel networks; ○ Upgrade active travel facilities at park and ride locations; ○ Deliver improved access to stations and bus stops; ○ Improve access to Twyford Station.
Grow the Economy	
Maintain well-functioning transport network	

⁵ BAME and poorer Londoners more likely to live in areas with toxic air (2021) <https://www.london.gov.uk/press-releases/mayoral/bame-and-poorer-londoners-face-air-quality-risk#:~:text=Research%20shows%20that%20those%20exposed,mot%20severe%20impacts%20of%20COVID>.

⁶ Travel, GOV.UK (2023) <https://www.ethnicity-facts-figures.service.gov.uk/culture-and-community/transport/travel/latest#by-ethnicity-number-of-trips-and-mode-of-transport>

POSITIVE	<ul style="list-style-type: none"> • Whilst a well-maintained transport network is beneficial to all, construction and maintenance works can impact the way in which people travel. As such, these specific LTP4 aims noted under the LTP4 are deemed to potentially have a low negative impact on this group in the short-term, but a positive impact in the longer term: <ul style="list-style-type: none"> ○ Test and trial measures that support LTP objectives and reduce maintenance; and ○ Work with operators to share operational and real time data to improve transport services and maintenance. • The LTP4 will continue to implement the My Journey service to become a contact point for all travel and transport advice. In addition, the LTP4 will provide a travel guide for women to inform them of their travel options which will particularly benefit women from ethnic minorities who may be more susceptible to discrimination. • People from ethnic minorities are more likely to be a victim of harassment or acts of discrimination; this results in reduced feelings of safety when using public transport, walking or cycling, particularly at night-time or on quiet streets. The LTP4 seeks to enhance pedestrian access and safety which will be beneficial to this group.
Support sustainable development	
NEUTRAL	<ul style="list-style-type: none"> • All people benefit from the enablement of sustainable development. The LTP4 aims to provide streets that are attractive to and permeable for pedestrians and cyclists which will bring about improvements to the public realm and overall contribute positively to the wellbeing of residents in the area. • In addition, improved digital access to travel information in the form of a website or phone app, will help to pre plan journeys and benefit people from ethnic minorities who are more likely to rely on bus services.
Protect and enhance strategic connectivity	
NEUTRAL	<ul style="list-style-type: none"> • All people benefit from use of strategic connectivity. The LTP4 looks to support upgrades to the A329 (M) and deliver a network of greenways, quiet rural roads and green lanes for commuting and leisure purposes to improve accessibility and safety for walking, cycling. • Delivery of the Bus Service Improvement Plan (BSIP) will work in partnership with local bus operators, neighbouring authorities and local businesses to transform the Borough's bus network.
Create Healthy and Safe Places	
50% Active travel in towns	
POSITIVE	<ul style="list-style-type: none"> • 55.0% of people from ethnic minority groups who do not currently cycle would like to start⁷. The LTP4 proposes the delivery of the following infrastructure to improve confidence, and as such, these specific LTP4 aims are deemed to potentially have a positive impact on this particular group: <ul style="list-style-type: none"> ○ High-quality cycle facilities at park and ride locations; ○ Increased network of quieter rural roads and residential streets; ○ Deliver high quality cycle facilities, including increased cycle parking, reducing the dominance of vehicles to enable improved pedestrian environments and space for businesses in town centres, ○ Deliver an E-bike hire scheme to improve door-to-door transport; ○ Deliver the Local Cycling and Walking Infrastructure Plan and Rights of Way Improvement Plan; and ○ Maintain and expand the cycle training programmes for all, building confidence and encouraging the use of active travel options.
Safer streets for all	
POSITIVE	<ul style="list-style-type: none"> • On average, there are 86 ethnic minority casualties per 10,000 pedestrian casualties compared to 68 White pedestrians per 10,000 pedestrian casualties⁸. The LTP4 seeks to develop targeted infrastructure changes to reduce collisions revising speed limits across the Borough with targeted interventions, where appropriate, including the adoption of Vision Zero, to improve road safety, and increasing the network of quiet rural roads and residential streets. • The LTP4 will seek to manage on street parking to keep pavements clear and reduce the safety risk of pedestrians, particularly near schools. • Support the delivery of School Streets and safer routes to school across the Borough.

⁷ Sustrans (2020) <https://www.sustrans.org.uk/our-blog/research/all-themes/all/inclusive-cycling-in-cities-and-towns>

⁸ Living Streets <https://www.livingstreets.org.uk/news-and-blog/press-media/deprived-and-ethnic-minority-pedestrians-three-times-more-likely-to-be-injured-on-britain-s-roads>

	<ul style="list-style-type: none"> In addition, the LTP4 will adopt the Healthy Streets approach to all new schemes, ensuring the ten Key Healthy Streets Indicators are demonstrated. This will create streets that are safe, not too noisy, accommodates inclusive active travel and public transport and provides places of rest and shelter, which may benefit people from ethnic minorities through increased feelings of safety.
Thriving villages and rural centres	
POSITIVE	<ul style="list-style-type: none"> Around 25.0% of younger people from ethnic minority groups experience harassment due to their colour, race, or religion, on public transport⁹; this can result in reduced feelings of safety, particularly at night-time or whilst waiting for services on quieter streets. The LTP4 seeks to enhance pedestrian access and safety in local service centres. The following LTP4 policies may have positive impacts on this particular group: <ul style="list-style-type: none"> Trial temporary road closures for local events to support vitality of rural villages, which may benefit those with different cultural backgrounds by providing feelings of inclusion; Deliver Electric Vehicle charging improvements, secure cycle parking and motorcycle parking facilities at local destinations. Adopting the Healthy Streets approach to all new schemes, ensuring people feel safe, relaxed and welcome. In addition, the LTP4 supports Wokingham to become a 'Marmot' Borough, reducing health inequalities, creating fair employment opportunities and reducing discrimination. Children who participate in the Bikeability programme are better at responding to risk and report increased confidence, leading to more children cycling to school, which improves their mental health, wellbeing, classroom engagement, and academic results. This is also anticipated to benefit children from ethnic minority groups.

⁹ Department for Transport (2012) Transport for Everyone: an action plan to promote equality

Equality Group: Religion or Belief

A person's ability to access and use Wokingham Borough's transport network may differ dependent on whether they hold a religion and/or a philosophical belief, or alternatively no religion and/or belief. The proportion of people identifying as Hindu in Wokingham Borough is considerably higher than regionally and nationally, whilst the proportion of people identifying as Sikh is slightly higher comparatively. This means that any impact(s) are likely to affect these particular sub-groups to a greater extent. All other ethnicities are broadly similar as regionally and nationally, meaning that any impact(s) are not likely to affect these groups to a lesser nor greater extent.

Impact score	Impact and supporting data
Reduce Environmental Impacts	
Net zero carbon emissions	
NEUTRAL	<ul style="list-style-type: none"> • Due to their high-level and indirect impact on transport users, the following LTP4 policies are deemed to potentially have a neutral impact on this particular group: <ul style="list-style-type: none"> ○ Collaborate with supporting partners and innovators in developing new solutions for decarbonising transport; ○ EV charging stations at Park and Ride sites; ○ Reduce total traffic movements on Wokingham Borough Council roads; ○ Provide suitable EV charging infrastructure to support carbon neutral development; and ○ Explore expanding the Electric Vehicle network (car club and E-bike hire schemes).
Clean air	
NEUTRAL	<ul style="list-style-type: none"> • Due to their high-level and indirect impact on transport users, the following LTP4 aims are deemed to potentially have a neutral impact on this particular group: <ul style="list-style-type: none"> ○ An updated Freight Strategy to include clean and safe freight movements as well as supporting the use of cargo bikes for the distribution of goods; ○ Reduce traffic and vehicle dominance to improve air quality, as well as implementing AQAPs; ○ Implement traffic management strategies to reduce traffic speeds and enhance traffic flow, contributing to improved air quality; and ○ Increases in active travel facilities, including car clubs, an E-bike hire scheme and EV charging infrastructure, as well as supporting cargo bikes, will also contribute to improvements to local air quality.
High quality travel corridors	
NEUTRAL	<ul style="list-style-type: none"> • Due to its high-level and indirect impact on transport users that visibly hold a religion or belief, the following LTP4 aims are deemed to potentially have a neutral impact on this particular group: <ul style="list-style-type: none"> ○ Deliver improved interchange and access facilities; ○ Deliver improved access to stations and bus stops; ○ Improve access to Twyford Station; ○ Increase bus frequency and reliability; ○ Deliver a network of greenways and green lanes; ○ Deliver high quality cycle facilities and active travel networks; and ○ Upgrade active travel facilities at park and ride locations.
Grow the Economy	
Maintain well-functioning transport network	
NEUTRAL	<ul style="list-style-type: none"> • There is the potential of a heightened risk of discrimination and/or harassment (hate-crimes) for religious people who wear and/or hold a marked religious identity; this can result in reduced feelings of safety when using public transport, walking or cycling, particularly at night-time or on quiet streets. The LTP4 seeks to work with operators to share operational and real time data to improve transport services and maintenance.

	<ul style="list-style-type: none"> • Whilst a well-maintained transport network is beneficial to all, construction and maintenance works can impact the way in which people travel. As such, these specific LTP4 policies are deemed to potentially have a low negative impact on this group in the short-term, but a positive impact in the longer term: <ul style="list-style-type: none"> ○ Test and trial measures that reduce maintenance needs whilst contributing to the Borough’s active travel, air quality and road safety targets. • The LTP4 will continue to implement the My Journey service to become a contact point for all travel and transport advice. In addition, the LTP4 will provide a travel guide for women to inform them of their travel options which will particularly benefit religious women who wear and/or hold a marked religious identity who may be more susceptible to discrimination. • The LTP4 seeks to enhance pedestrian access and safety which may be beneficial to religious people who wear and/or hold a marked religious identity.
Support sustainable development	
NEUTRAL	<ul style="list-style-type: none"> • All people benefit from the enablement of sustainable development. The LTP4 aims to provide streets that are attractive to and permeable for pedestrians and cyclists which will bring about improvements to the public realm and overall contribute positively to the wellbeing of residents in the area. • In addition, improved digital access to travel information in the form of a website or phone app, will help to pre plan travel journeys.
Protect and enhance strategic connectivity	
NEUTRAL	<ul style="list-style-type: none"> • All people benefit from use of strategic transport corridors. The LTP4 looks to support upgrades to the A329 (M) and deliver a network of greenways, quiet rural roads and green lanes for commuting and leisure purposes to improve accessibility and safety for walking, cycling. • Delivery of the Bus Service Improvement Plan (BSIP) will work in partnership with local bus operators, neighbouring authorities and local businesses to transform the Borough’s bus network.
Create Healthy and Safe Places	
50% Active travel in towns	
NEUTRAL	<ul style="list-style-type: none"> • Due to its high-level and indirect impact on transport users, the following LTP4 aims are deemed to potentially have a neutral impact on this particular group: <ul style="list-style-type: none"> ○ Deliver E-bike hire schemes to improve door-to-door transport options; ○ Deliver high-quality active travel infrastructure; ○ Improve pedestrian environments and space for businesses in town centres; ○ Increase cycle parking provision; ○ Deliver the Local Cycling and Walking Infrastructure Plan and Rights of Way Improvement Plan; ○ Provide new Active Travel Design guidance for Wokingham that are in line with the national LTN 1/20; and ○ Maintain and expand the cycle training programmes for all, building confidence and encouraging the use of active travel options.
Safer streets for all	
POSITIVE	<ul style="list-style-type: none"> • The LTP4 aims to develop safety initiatives, including improving safety for cycling and pedestrians, support the delivery of School Streets and safer routes to schools across the Borough, targeted infrastructure changes to reduce collisions such as reduced speed limits and traffic control measures, introducing targeted interventions where appropriate, including the adoption of Vision Zero, to improve road safety and enhancing pedestrian safety in local service centres. • The LTP4 will seek to manage on street parking to keep pavements clear and reduce the safety risk of pedestrians, particularly near schools. • In addition, the LTP4 will adopt the Healthy Streets approach to all new schemes, ensuring the ten Key Healthy Streets Indicators are demonstrated. This will create streets that are safe, not too noisy, accommodates inclusive active travel and public transport and provides places of rest and shelter, which may benefit people from religious groups, through increased feelings of safety.
Thriving villages and rural centres	
POSITIVE	<ul style="list-style-type: none"> • There is the potential of a heightened risk of discrimination and/or harassment (hate crimes) for religious people who wear and/or hold a marked religious identity; this can result in reduced feelings of safety when using public transport, walking or cycling, particularly at night-time or on quiet streets. The LTP4 seeks to enhance pedestrian access and safety in local service centres.

- the following LTP4 aims are deemed to potentially have a positive impact on this particular group:
 - Identify local priorities for improving walking, cycling and horse riding and trial changes to increase network of low traffic rural/green lanes;
 - Trial temporary road closures for local events to support vitality of rural villages, which could support feelings of inclusion for this protected group;
 - Deliver Electric Vehicle charging improvements, secure cycle parking and motorcycle parking facilities at local destinations;
 - Adopting the Healthy Streets approach to all new schemes, ensuring people feel safe, relaxed and welcome; and
 - In addition, the LTP4 supports Wokingham to become a 'Marmot' Borough, reducing health inequalities, creating fair employment opportunities and reducing discrimination.
- Children who participate in the Bikeability programme are better at responding to risk and report increased confidence, leading to more children cycling to school, which improves their mental health, wellbeing, classroom engagement, and academic results. This is also anticipated to benefit children from religious groups.

Equality Group: Sex

Travel patterns significantly vary for females and males according to different travel purposes. The proportion of people in Wokingham Borough identifying as female or male is broadly in line with regional and national figures, meaning that any impact(s) are not likely to affect these sub-groups to a lesser nor greater extent.

Impact score	Impact and supporting data
Reduce Environmental Impacts	
Net zero carbon emissions	
LOW NEGATIVE	<ul style="list-style-type: none"> Due to their high-level and indirect impact on transport users, the following LTP4 aims are deemed to potentially have a neutral impact on this particular group: <ul style="list-style-type: none"> Reduce total traffic movements on Wokingham Borough Council roads; Collaborate with supporting partners and innovators in developing new solutions for decarbonising transport; EV charging stations at Park and Ride sites; Provide suitable EV charging infrastructure to support carbon neutral development; and Explore expanding the Electric Vehicle network (car club and E-bike hire schemes). The potential implementation of a network of shared electric vehicles (car sharing) under this objective may have adverse impacts for women as the low level of regulation and causal nature of this proposed scheme may lead to people experiencing fear of crime in this space and using these modes. The policing of such car clubs/sharing would be necessary to ensure such negative effects are not felt by this group.
Clean air	
NEUTRAL	<ul style="list-style-type: none"> Due to their high-level and indirect impact on transport users, the following LTP4 aims are deemed to potentially have a neutral impact on this particular group: <ul style="list-style-type: none"> Reduce traffic and vehicle dominance to improve air quality, as well as implementing AQAPs; An updated Freight Strategy to include clean and safe freight movements as well as supporting the use of cargo bikes for the distribution of goods; Implement traffic management strategies to reduce traffic speeds and enhance traffic flow, contributing to improved air quality; and Increases in active travel facilities, including car clubs, an E-bike hire scheme and EV charging infrastructure, as well as supporting cargo bikes, will also contribute to improvements to local air quality.
High quality travel corridors	
POSITIVE	<ul style="list-style-type: none"> Journeys taken by males tend to be in the peak hours, direct between work and home, and along key commuter corridors. The LTP4 seeks to deliver the following corridor-based measures, and as such, these specific LTP4 aims are deemed to potentially have a positive impact on this particular group: <ul style="list-style-type: none"> Increase bus frequency, reliability and journey times along bus corridors; Delivery of a greenways and green lanes; and Upgrade active travel facilities throughout Wokingham, including EV charging stations and active travel parking provision at Park and Ride locations.
Grow the Economy	
Maintain well-functioning transport network	
POSITIVE	<ul style="list-style-type: none"> Whilst a well-maintained transport network is beneficial to all, construction and maintenance works can impact the way in which people travel. As such, these specific LTP4 aims noted under the LTP4 are deemed to potentially have a low negative impact on this group in the short-term, but a positive impact in the longer term: <ul style="list-style-type: none"> Test and trial measures that reduce maintenance needs whilst contributing to the Borough's active travel, air quality and road safety targets. The LTP4 will continue to implement the My Journey service to become a contact point for all travel and transport advice. In addition, the LTP4 will provide a travel guide for women to inform them of their travel options which will particularly benefit this protected group.

	<ul style="list-style-type: none"> The LTP4 seeks to enhance pedestrian access and safety which may be beneficial to women.
Support sustainable development	
POSITIVE	<ul style="list-style-type: none"> All people benefit from the enablement of sustainable development. The LTP4 aims to provide streets that are attractive to and permeable for pedestrians and cyclists which will bring about improvements to the public realm and overall contribute positively to the wellbeing of residents in the area. Specifically, improvements to safety under this policy will be beneficial for women and girls who are disproportionately exposed to issues of gender-based violence on the streets. Supporting the Community Vision 2035 for Wokingham to become a great place to live, learn, work and grow and a great place to do business, will benefit both men and women in accessing essential services. In addition, improved digital access to travel information in the form of a website or phone app, will help to pre plan travel journeys.
Protect and enhance strategic connectivity	
NEUTRAL	<ul style="list-style-type: none"> All people benefit from use of strategic transport corridors. The LTP4 looks to support upgrades to the A329 (M) and deliver a network of greenways, quiet rural roads and green lanes for commuting and leisure purposes to improve accessibility and safety for walking, cycling. Delivery of the Bus Service Improvement Plan (BSIP) will work in partnership with local bus operators, neighbouring authorities and local businesses to transform the Borough's bus network.
Create Healthy and Safe Places	
50% Active travel in towns	
POSITIVE	<ul style="list-style-type: none"> Women and girls may be less likely to cycle due to a lack of perceived safety and fear of gender-based discrimination. The LTP4 aims to increase the proportion of people cycling through the delivery of high-quality cycle facilities. This policy is only likely to bring about positive effects if cycle facilities are implemented with safety measures such as CCTV and lighting. Maintain and expand the cycle training programmes for all will benefit women and girls by building confidence and encouraging the use of active travel options.
Safer streets for all	
POSITIVE	<ul style="list-style-type: none"> The LTP4 aims to develop safety initiatives, including improving safety for cycling and pedestrians, support the delivery of School Streets and safer routes to schools across the Borough, targeted infrastructure changes to reduce collisions such as reduced speed limits and traffic control measures, introducing targeted interventions where appropriate, including the adoption of Vision Zero, to improve road safety and enhancing pedestrian safety in local service centres. The LTP4 will seek to manage on street parking to keep pavements clear and reduce the safety risk of pedestrians, particularly near schools. In addition, the LTP4 will adopt the Healthy Streets approach to all new schemes, ensuring the ten Key Healthy Streets Indicators are demonstrated. This will create streets that are safe, not too noisy, accommodates inclusive active travel and public transport and provides places of rest and shelter, which may benefit women, through increased feelings of safety.
Thriving villages and rural centres	
POSITIVE	<ul style="list-style-type: none"> The following LTP4 policies are deemed to potentially have a positive impact on this particular group: <ul style="list-style-type: none"> Trial temporary road closures for local events to support vitality of rural villages; Deliver Electric Vehicle charging improvements, secure cycle parking and motorcycle parking facilities at local destinations; Identify local priorities for improving walking, cycling and horse riding and an increased network of low traffic rural/green lanes; Adopting the Healthy Streets approach to all new schemes, ensuring people feel safe, relaxed and welcome; In addition, the LTP4 supports Wokingham to become a 'Marmot' Borough, reducing health inequalities, creating fair employment opportunities and reducing discrimination; and

	<ul style="list-style-type: none"> ○ Children who participate in the Bikeability programme are better at responding to risk and report increased confidence, leading to more children cycling to school, which improves their mental health, wellbeing, classroom engagement, and academic results. ● There is the potential of a heightened risk of harassment for women and girls; this can result in reduced feelings of safety when using public transport, walking or cycling, particularly at night-time or on quiet streets. The LTP4 seeks to enhance pedestrian access and safety in local service centres.
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Equality Group: Sexual Orientation

A person's ability to access and use Wokingham Borough's transport network may differ dependent on their sexual orientation. The proportion of people in Wokingham Borough identifying as Lesbian, Gay, Bisexual or Other (LGBTQ+) is broadly in line with regional and national figures, meaning that any impact(s) are not likely to affect this group to a lesser nor greater extent.

Impact score	Impact and supporting data
Reduce Environmental Impacts	
Net zero carbon emissions	
LOW NEGATIVE	<ul style="list-style-type: none"> ● The potential implementation of a network of shared electric vehicles (car clubs) under this objective may have adverse impacts for those identifying as Lesbian, Gay, Bisexual or Other (LGBTQ+) as the low level of regulation and causal nature of this proposed scheme may lead to people experiencing identity-based discrimination in this space. The policing of such car clubs would be necessary to ensure such negative effects are not felt by this group. ● However, the provision of an E-bike hire scheme, may provide positive impacts through a means of independent travel.
Clean air	
NEUTRAL	<ul style="list-style-type: none"> ● Due to its high-level and indirect impact on transport users, the following LTP4 policies are deemed to potentially have a neutral impact on this particular group. <ul style="list-style-type: none"> ○ Reduce traffic and vehicle dominance to improve air quality, as well as implementing AQAPs; ○ An updated Freight Strategy to include clean and safe freight movements as well as supporting the use of cargo bikes for the distribution of goods; ○ Implement traffic management strategies to reduce traffic speeds and enhance traffic flow, contributing to improved air quality; and ○ Increases in active travel facilities, including car clubs, an E-bike hire scheme and EV charging infrastructure, as well as supporting cargo bikes, will also contribute to improvements to local air quality.
High quality travel corridors	
NEUTRAL	<ul style="list-style-type: none"> ● Due to their high-level and indirect impact on transport users, the following LTP4 aims are deemed to potentially have a neutral impact on this particular group: <ul style="list-style-type: none"> ○ Deliver improved interchange and access facilities; ○ Deliver improved access to stations and bus stops; ○ Improve access to Twyford Station; ○ Increase bus frequency and reliability; ○ Deliver a network of greenways and green lanes; ○ Deliver high quality cycle facilities and active travel networks; and ○ Upgrade active travel facilities at park and ride locations.
Grow the Economy	
Maintain well-functioning transport network	

POSITIVE	<ul style="list-style-type: none"> • People that identify as LGBTQ+ can experience sexual orientation-based discrimination; typically resulting in reduced feelings of safety when using public transport, walking or cycling. The LTP4 seeks to work with operators to share operational and real time data to improve transport services and maintenance. • Whilst a well-maintained transport network is beneficial to all, construction and maintenance works can impact the way in which people travel. As such, these specific LTP4 aims noted under the LTP4 are deemed to potentially have a low negative impact on this group in the short-term, but a positive impact in the longer term: <ul style="list-style-type: none"> ○ Test and trial measures that reduce maintenance needs whilst contributing to the Borough’s active travel, air quality and road safety targets. • The LTP4 will continue to implement the My Journey service to become a contact point for all travel and transport advice. In addition, the LTP4 will provide a travel guide for women to inform them of their travel options which will particularly benefit this protected group. • The LTP4 seeks to enhance pedestrian access and safety which may be beneficial to women from the LGBTQ+ community.
Support sustainable development	
POSITIVE	<ul style="list-style-type: none"> • All people benefit from the enablement of sustainable development. The LTP4 aims to provide streets that are attractive to and permeable for pedestrians and cyclists which will bring about improvements to the public realm and overall contribute positively to the wellbeing of residents in the area. Specifically, improvements to safety under this objective will be beneficial for members of the LGBTQ+ community who are disproportionately exposed to issues of identity-based violence on the streets. • Supporting the Community Vision 2035 for Wokingham to become a great place to live, learn, work and grow and a great place to do business, will benefit individuals from the LGBTQ+ community in accessing essential services. • In addition, improved digital access to travel information in the form of a website or phone app, will help to pre plan travel journeys.
Protect and enhance strategic connectivity	
NEUTRAL	<ul style="list-style-type: none"> • All people benefit from use of strategic transport corridors. The LTP4 looks to support upgrades to the A329 (M) and deliver a network of greenways, quiet rural roads and green lanes for commuting and leisure purposes to improve accessibility and safety for walking, cycling. • Delivery of the Bus Service Improvement Plan (BSIP) will work in partnership with local bus operators, neighbouring authorities and local businesses to transform the Borough’s bus network.
Create Healthy and Safe Places	
50% Active travel in towns	
NEUTRAL	<ul style="list-style-type: none"> • Due to its high-level and indirect impact on transport users, the following LTP4 aims are deemed to potentially have a neutral impact on this particular group: <ul style="list-style-type: none"> ○ Deliver E-bike hire schemes to improve door-to-door transport options. ○ Deliver high-quality active travel infrastructure; ○ Improve pedestrian environments and space for businesses in town centres; ○ Increase cycle parking provision; ○ Deliver the Local Cycling and Walking Infrastructure Plan and Rights of Way Improvement Plan; and ○ Provide new Active Travel Design guidance for Wokingham that are in line with the national LTN 1/20. • Maintain and expand the cycle training programmes for all, building confidence and encouraging the use of active travel options.
Safer streets for all	
POSITIVE	<ul style="list-style-type: none"> • People that identify as LGBTQ+ can experience sexual orientation-based discrimination; typically resulting in reduced feelings of safety when using public transport, walking or cycling. The LTP4 aims to develop safety initiatives, including improving safety for cycling and pedestrians, support the delivery of School Streets and safer routes to schools across the Borough, targeted infrastructure changes to reduce collisions such as reduced speed limits and traffic control measures, introducing targeted interventions where appropriate, including the adoption of Vision Zero, to improve road safety and enhancing pedestrian safety in local service centres. • The LTP4 will seek to manage on street parking to keep pavements clear and reduce the safety risk of pedestrians, particularly near schools.

	<ul style="list-style-type: none"> In addition, the LTP4 will adopt the Healthy Streets approach to all new schemes, ensuring the ten Key Healthy Streets Indicators are demonstrated. This will create streets that are safe, not too noisy, accommodates inclusive active travel and public transport and provides places of rest and shelter, which may benefit people from the LGBTQ+ community, through increased feelings of safety.
Thriving villages and rural centres	
POSITIVE	<ul style="list-style-type: none"> People that identify as LGBTQ+ often consider transport an unsafe space and are more likely to be a victim of harassment or acts of discrimination; this results in reduced feelings of safety when using public transport, walking or cycling, particularly at night-time or on quiet streets. The LTP4 seeks to enhance pedestrian access and safety in local service centres. The following LTP4 policies are deemed to potentially have a positive impact on this particular group: <ul style="list-style-type: none"> Trial temporary road closures for local events to support vitality of rural villages; Deliver Electric Vehicle charging improvements, secure cycle parking and motorcycle parking facilities at local destinations; Identify local priorities for improving walking, cycling and horse riding and an increased network of low traffic rural/green lanes; Adopting the Healthy Streets approach to all new schemes, ensuring people feel safe, relaxed and welcome; and In addition, the LTP4 supports Wokingham to become a 'Marmot' Borough, reducing health inequalities, creating fair employment opportunities and reducing discrimination.

Equality Group: Socio-economic Disadvantage

A person’s ability to access and use Wokingham Borough’s transport network may differ dependent on their socio-economic circumstances, which encompass a range of different factors, including education, income and occupation.

The Department for Levelling Up, Housing & Communities’ Index of Multiple Deprivation (IMD) is a relative measure of deprivation. The IMD provides a weighted average score of seven domains: 1) income deprivation; 2) employment deprivation; 3) health deprivation and disability; 4) education skills and training deprivation; 5) barriers to housing and services; 6) living environment deprivation; and 7) crime. In 2019, Wokingham Borough had an IMD score of 5.8, making it the second least deprived local authority district in England (ranked 316 out of 316 authorities). In 2021, 61.5% of households in the Borough were not deprived in any of the seven dimensions. Despite this, the Borough had four Lower Super Output Areas (LSOA) (a geographical area comprising between 400-1,200 households, typically with a resident population between 1,000-3,000) in the second most deprived quintile in England. These areas were to the south-east of Wokingham town centre (Wixenford, Gardeners Green and Holme Green); part of the Norreys Estate (near Wokingham town centre); part of Finchampstead; and a small part of Woodley. Based on 2019 mid-year population estimates these four LSOAs accounted for only 4% of the population of the Borough. Due to the relative affluence of the Borough in which the LTP4 covers, it is not envisioned that its population would be negatively impacted socio-economically by the LTP4.

Impact score	Impact and supporting data
Reduce Environmental Impacts	
Net zero carbon emissions	
POSITIVE	<ul style="list-style-type: none"> Typically, urban areas tend to experience higher levels of both deprivation and congestion. LTP4’s aim to reduce total traffic movements on Wokingham Borough Council roads would help to improve quality of life through a reduction in transport emissions in areas where it is most needed. A lack of affordable private options for travel may mean that access to services (education, employment, healthcare, etc.) is restricted for people on lower incomes. The LTP4 seeks to develop a car sharing strategy and an E-bike hire scheme that may be beneficial to those on lower incomes.
Clean air	
POSITIVE	<ul style="list-style-type: none"> Typically, people that are socio-economically disadvantaged live in areas that suffer with high-levels of congestion. The LTP4 aims to reduce traffic and deliver AQAPs to reduce air pollution and improve health and wellbeing. In addition, the LTP4 will implement traffic management strategies to reduce traffic speeds and enhance traffic flow, contributing to improved air quality. Increases in active travel facilities, including car clubs, an E-bike hire scheme and EV charging infrastructure, as well as supporting cargo bikes, will also contribute to a lower emission transport system within Wokingham, providing further improvements to local air quality.
High quality travel corridors	
NEUTRAL	<ul style="list-style-type: none"> The upfront and associated costs of owning a private vehicle may be unobtainable for people that are socio-economically disadvantaged; whilst cycling does incur a cost, it is a significantly cheaper alternative. The LTP4 looks to deliver high quality cycle facilities. Due to their high-level and indirect impact on transport users that are socio-economically disadvantaged, the following LTP4 aims are deemed to potentially have a neutral impact on this particular group: <ul style="list-style-type: none"> Deliver improved interchange and access facilities; Deliver improved access to stations and bus stops; Improve access to Twyford Station; Increase bus frequency and reliability; Deliver a network of greenways and green lanes; Deliver high quality cycle facilities and active travel networks; and Upgrade active travel facilities at park and ride locations.

Develop the Economy	
Well-maintained transport network	
NEUTRAL	<ul style="list-style-type: none"> • Whilst a well-maintained transport network is beneficial to all, construction and maintenance works can impact the way in which people travel. As such, these specific LTP4 policies are deemed to potentially have a low negative impact on this group in the short-term, but a positive impact in the longer term: <ul style="list-style-type: none"> ○ Test and trial measures that reduce maintenance needs whilst contributing to the Borough’s active travel, air quality and road safety targets; ○ Work with operators to share operational and real time data to improve transport services and maintenance; ○ The LTP4 will continue to implement the My Journey service to become a contact point for all travel and transport advice; ○ Identifying a priority network of pedestrian and cycle routes and ensure a maintenance management plan is in place; and ○ Enable better access to Twyford station for all users.
Support sustainable development	
POSITIVE	<ul style="list-style-type: none"> • All people benefit from the enablement of sustainable development. The LTP4 aims to provide streets that are attractive to and permeable for pedestrians and cyclists which will bring about improvements to the public realm and overall contribute positively to the wellbeing of residents in the area. • Supporting the Community Vision 2035 for Wokingham to become a great place to live, learn, work and grow and a great place to do business, may benefit individuals from socio-economically disadvantaged backgrounds, in accessing essential services. • In addition, improved digital access to travel information in the form of a website or phone app, will help to pre plan travel journeys.
Protect and enhance strategic connectivity	
NEUTRAL	<ul style="list-style-type: none"> • All people benefit from use of strategic connectivity. The LTP4 looks to support upgrades to the A329 (M) and deliver a network of greenways, quiet rural roads and green lanes for commuting and leisure purposes to improve accessibility and safety for walking, cycling. • Delivery of the Bus Service Improvement Plan (BSIP) will work in partnership with local bus operators, neighbouring authorities and local businesses to transform the Borough’s bus network.
Create Healthy and Safe Places	
50% Active travel in towns	
NEUTRAL	<ul style="list-style-type: none"> • The large cost associated with cycling in relation to the bike, its maintenance and additional safety measures like bike locks is likely to inhibit the uptake of cycling among economically disadvantaged groups. The LTP4 would seek to deliver secure cycle parking at local destinations. This would alleviate fear of bike theft and money loss for this group. • For people living in less affluent areas, transport services can be seen as a constraint rather than an enabler due to factors like cost acting as a barrier. The cost of travel can extend journeys and/or the number of modes used by people, impacting upon journey quality. • Due to its high-level and indirect impact on transport users who are less affluent, the following LTP4 aim is deemed to potentially have a neutral impact on this particular group: <ul style="list-style-type: none"> ○ Improve pedestrian environments and space for businesses in town centres; ○ Deliver E-bike hire schemes to improve door-to-door transport options; ○ Deliver high-quality active travel infrastructure; and ○ Deliver the Local Cycling and Walking Infrastructure Plan and Rights of Way Improvement Plan.
Safer streets for all	
POSITIVE	<ul style="list-style-type: none"> • People residing in less affluent neighborhoods are more likely to be killed or injured on roads than people living in more affluent areas¹⁰. The LTP4 aims to develop safety initiatives, including improving safety for cycling and pedestrians, support the delivery of School Streets and safer routes to schools across the Borough, targeted infrastructure changes to reduce collisions such as reduced speed limits and traffic control measures, introducing targeted interventions where appropriate, including the adoption of Vision Zero, to improve road safety and enhancing pedestrian safety in local service centres.

¹⁰ The Kings Fund (2022) <https://www.kingsfund.org.uk/publications/what-are-health-inequalities>

	<ul style="list-style-type: none"> • The LTP4 will seek to manage on street parking to keep pavements clear and reduce the safety risk of pedestrians, particularly near schools. • In addition, the LTP4 will adopt the Healthy Streets approach to all new schemes, ensuring the ten Key Healthy Streets Indicators are demonstrated. This will create streets that are safe, not too noisy, accommodates inclusive active travel and public transport and provides places of rest and shelter.
Thriving villages and rural centres	
POSITIVE	<ul style="list-style-type: none"> • Due to its high-level and indirect impact on less affluent transport users, the following LTP4 aim is deemed to potentially have positive impacts on this particular group: <ul style="list-style-type: none"> ○ Enhance pedestrian access in local service centres; ○ Trial temporary road closures for local events to support vitality of rural villages; ○ Deliver Electric Vehicle charging improvements, secure cycle parking and motorcycle parking facilities at local destinations; ○ Identify local priorities for improving walking, cycling and horse riding and an increased network of low traffic rural/green lanes; and ○ Adopting the Healthy Streets approach to all new schemes, ensuring people feel safe, relaxed and welcome. • In addition, the LTP4 supports Wokingham to become a 'Marmot' Borough, reducing health inequalities, creating fair employment opportunities and reducing discrimination. • The LTP4 aims to coordinate community hubs with the appropriate access by different modes of transport can improve health equality and well-being. We will provide high quality public transport links to these which can be important for low-income individuals.

Equality Group: Armed Forces Communities

The Armed Forces Community includes the British Army, Royal Air Force, and Royal Navy. The term ‘Service People’ applies to current members (serving personnel), former members (veterans), as well as relevant family members. A person’s ability to access and use Wokingham Borough’s transport network may differ dependent on whether they have previously served in the UK regular and/or reserve armed forces.

The proportion of Service Members by type for Wokingham Borough was broadly in line with that for the south east and for England. Overall, 1,737,781 people (3.8% of the total population of England) have served in any UK armed forces, of which 317,082 (18.2%) reside in the South East. This may be due to proximity of Armed Forces sites within the region, examples of which include, but not limited to: Aldershot Garrison (Hampshire); Army Training Centre (ATC) Pirbright (Surrey); North Atlantic Treaty Organization (NATO) Allied Maritime Command (MARCOM) (north west London); Royal Air Force (RAF) Benson (south Oxfordshire); RAF High Wycombe (Buckinghamshire); RAF Kenley (south London); RAF Odiham (Hampshire); RAF Northolt (west London); and, Royal Military Academy (RMA) Sandhurst (Surrey). Wokingham Borough has a lower proportion of people who have previously served in either the regular or reserve UK armed forces, or both, compared to regionally and nationally, meaning that any impact(s) may affect this particular sub-group to a lesser extent.

Impact score	Impact and supporting data
Reduce Environmental Impacts	
Net zero carbon emissions	
POSITIVE	<ul style="list-style-type: none"> Service People (those who have served / serve in the armed forces) who are Disabled or have a military-related injuries may struggle to access and/or use Electric Vehicle charging infrastructure due to inaccessible parking or the presence of heavy charging cables. Within the center of Wokingham, there are circa four charging points that are both publicly accessible and have no access restrictions, limiting the charging options available. The LTP4 seeks to increase electric charging networks to meet growing demand for EV charging and providing suitable EV charging infrastructure to support carbon neutral development. The use of new digital innovations can act as a blocker to transport for Service People who may not have access and/or the knowledge to use these emerging technologies. The LTP4 looks to support improved digital accessibility for local residents. Inadequate infrastructure can inhibit the use of transport services for Service People who are Disabled or have military-related injuries, leading to a reliance on motor vehicles. For people who are not able to cycle, walk and/or wheel, nor access public transport, the LTP4’s aim to reduce total traffic movements on Wokingham Borough Council roads would help to improve journey times for people reliant on a private vehicle(s). The LTP4 aims to reduce public transport concessionary bus pass scheme restrictions for those with a qualifying disability, which would enable independence in travelling for work, education, health, leisure and social purposes.
Clean air	
NEUTRAL	<ul style="list-style-type: none"> Due to their high-level and indirect impact on Service People, the following LTP4 aims are deemed to potentially have a neutral impact on this particular group: <ul style="list-style-type: none"> Reduce traffic and vehicle dominance to improve air quality, as well as implementing AQAPs; An updated Freight Strategy to include clean and safe freight movements as well as supporting the use of cargo bikes for the distribution of goods; and Implement traffic management strategies to reduce traffic speeds and enhance traffic flow, contributing to improved air quality. Increases in active travel facilities, including car clubs, an E-bike hire scheme and EV charging infrastructure, will also contribute to improvements to local air quality.
High quality travel corridors	

POSITIVE	<ul style="list-style-type: none"> • A lack of suitable infrastructure for Service People who are Disabled or have a military-related injuries can be a barrier to travel. The LTP4 aims to deliver high quality cycle facilities and upgrade active travel facilities, and to improve the forecourt, interchange facilities and car parking at Twyford Station, helping to increase access and journey quality. • In Wokingham Borough, Disabled person's bus passes are free for residents who have a permanent disability or a disability that is expected to last at least one year. The LTP4 seeks to increase bus frequency and reliability. • Some Service People who are Disabled or have military-related injuries may have greater difficulty cycling, walking and/or wheeling long distances; the LTP4 indicates that community Dial-a-Ride services, which can be used by Disabled Service People, will continue to be funded.
Develop the Economy	
Maintain well-functioning transport network	
NEUTRAL	<ul style="list-style-type: none"> • Whilst a well-maintained transport network is beneficial to all, construction and maintenance works can impact the way in which people travel. As such, these specific LTP4 aims noted under the LTP4 are deemed to potentially have a low negative impact on this group in the short-term, but a positive impact in the longer term: <ul style="list-style-type: none"> ○ Test and trial measures that reduce maintenance needs whilst contributing to the Borough's active travel, air quality and road safety targets; and ○ Work with operators to share operational and real time data to improve transport services and maintenance.
Support sustainable development	
POSITIVE	<ul style="list-style-type: none"> • All people benefit from the enablement of sustainable development. The LTP4 aims to provide streets that are attractive to and permeable for pedestrians and cyclists which will bring about improvements to the public realm and overall contribute positively to the wellbeing of residents in the area. A lack of suitable parking infrastructure for Service People who are Disabled or have a military-related injuries can be a barrier to travel. The LTP4 aims to increase disabled vehicle and adapted cycle parking provision across the Borough aligning with national LTN 1/20 guidance.
Protect and enhance strategic connectivity	
NEUTRAL	<ul style="list-style-type: none"> • All people benefit from use of strategic connectivity. The LTP4 looks to support upgrades to the A329 (M) and deliver a network of greenways, quiet rural roads and green lanes for commuting and leisure purposes to improve accessibility and safety for walking, cycling. • Delivery of the Bus Service Improvement Plan (BSIP) will work in partnership with local bus operators, neighbouring authorities and local businesses to transform the Borough's bus network.
Create Healthy and Safe Places	
50% Active travel in towns	
NEUTRAL	<ul style="list-style-type: none"> • Due to its high-level and indirect impact on Service People, the following LTP4 aim is deemed to potentially have a neutral impact on this particular group: <ul style="list-style-type: none"> ○ Improve pedestrian environments and space for businesses in town centers; ○ Deliver E-bike hire schemes to improve door-to-door transport options; ○ Deliver high-quality active travel infrastructure; and ○ Deliver the Local Cycling and Walking Infrastructure Plan and Rights of Way Improvement Plan.
Safer streets for all	
POSITIVE	<ul style="list-style-type: none"> • Targeted infrastructure changes to reduce collisions revising speed limits and implementing traffic speed measures across the Borough with a developed Vision Zero Action Plan, to improve road safety and reducing traffic fatalities and severe injuries. In addition, increasing the network of quiet rural roads and residential streets. • The LTP4 will implement the delivery of School Streets at suitable locations and safer routes to school across the Borough to improve actual and perceived safety. • The LTP4 will seek to manage on street parking to keep pavements clear and reduce the safety risk of pedestrians and people who require mobility scooters or wheelchairs. In addition, the LTP4 will adopt the Healthy Streets approach to all new schemes, ensuring the ten Key Healthy Streets Indicators are

	demonstrated. This will create streets that are safe, not too noisy, accommodates inclusive active travel and public transport and provides places of rest and shelter, which will particularly benefit this particular group.
Thriving villages and rural centres	
POSITIVE	<ul style="list-style-type: none"> • Due to its high-level and indirect impact on Service People, the following LTP4 aim is deemed to potentially have a neutral impact on this particular group: <ul style="list-style-type: none"> ○ Identify local priorities for improving walking, cycling and horse riding and trial changes to increase network of low traffic rural/green lanes; ○ Deliver Electric Vehicle charging improvements, secure cycle parking and motorcycle parking facilities at local destinations; ○ Enhance pedestrian access in local service centres; ○ Trial temporary road closures for local events to support vitality of rural villages; and ○ Adopting the Healthy Streets approach to all new schemes, ensuring people feel safe, relaxed and welcome. • In addition, the LTP4 supports Wokingham to become a ‘Marmot’ Borough, reducing health inequalities, creating fair employment opportunities and reducing discrimination. • The LTP4 aims to coordinate community hubs with the appropriate access by different modes of transport can improve health equality and well-being. We will provide high quality public transport links to these which can be important for this particular group who may experience feelings of isolation and loneliness.

6. Conclusion and next steps.

IMPACT SUMMARY TABLE

Aim	Age	Disability	Gender Reassignment	Marriage and Civil Partnership	Pregnancy and Maternity	Race	Religion or Belief	Sex	Sexual Orientation	Socio-economic Disadvantage	Armed Forces Communities
Net Zero Carbon Emissions	Positive	Positive	Low Negative	Neutral	Positive	Low Negative	Neutral	Low Negative	Low Negative	Positive	Positive
Clean Air,	Positive	Positive	Neutral	Neutral	Positive	Positive	Neutral	Neutral	Neutral	Positive	Neutral
High-Quality Travel Corridors	Positive	Positive	Positive	Neutral	Positive	Positive	Neutral	Positive	Neutral	Neutral	Positive
A Maintained well-functioning Transport Network	Neutral	Positive	Positive	Neutral	Neutral	Positive	Neutral	Positive	Positive	Neutral	Neutral
Support Sustainable Development	Positive	Positive	Neutral	Neutral	Neutral	Neutral	Neutral	Positive	Positive	Positive	Positive
Protect and Enhance Strategic Connectivity	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral
50% Active Travel in Towns by 2030	Positive	Positive	Positive	Neutral	Positive	Positive	Neutral	Positive	Neutral	Neutral	Neutral
Safer Streets for All	Positive	Positive	Neutral	Positive	Positive	Positive	Positive	Positive	Positive	Positive	Positive
Thriving Villages and Rural Centres	Positive	Positive	Positive	Neutral	Positive	Positive	Positive	Positive	Positive	Positive	Positive

Impact on Equality Groups	Description
Positive	The proposal promotes equality of opportunity by meeting needs or addressing existing barriers to participation and/or promotes good community relations
Neutral	The proposal has no impact or no disproportionate impact
Low negative	The proposal is likely to negatively impact a small number of people, be of short duration and can easily be resolved
High negative	The proposal is likely to have a significant negative impact on many people or a severe impact on a smaller number of people

This assessment has found 53 positive impacts and 44 neutral impacts across the given equality groups, with age, and disability experiencing the highest level of positive effect, pregnancy and maternity, marriage and civil partnership experiencing the least, gender reassignment, sex, religion and belief. Two Low Negative scores were identified for gender reassignment and sexual orientation. These related to the potential for identity and gender-based discrimination. As all the LTP4 aims have been identified as having predominantly neutral and positive effects, a full impact assessment is not required, as per Wokingham Borough Council policy. As such, reference to this initial assessment must be made in any associated reports after receiving formal approval from the Assistant Director responsible for the LTP4.

Equality Impact Assessment (EqIA) form: the full impact assessment

7. Process and guidance


The purpose of an EqIA is to make sure that the council is meeting the needs of all our residents by ensuring we consider how different groups of people may be affected by or experience a proposal in different ways. EqIAs help us to meet our [Public Sector Equality Duty](#) and where applicable the [Armed Forces Duty](#)

The council has a two stage EqIA process:

- Stage 1 - the initial impact assessment
- Stage 2 - the full impact assessment.

This form is for use at Stage 2 of the process. If an officer is undertaking a project, policy change, or service change and a negative impact has been identified at Stage 1 on a protected equality group then a full impact assessment must be completed.

Guidance and tools for council officers can be accessed on the council's Tackling Inequality Together intranet pages.

Date started:	February 2025
Completed by:	WSP on behalf of Wokingham Borough Council: CT (author) / SC (reviewed) / WP (authorised)
Service:	Place and Growth - Wokingham Borough Council]
Project or policy EqIA relates to:	Wokingham Borough Council Local Transport Plan 4 (LTP)
Date EqIA discussed at service team meeting:	5 March 2025
Equality Improvement Plan approved:	No
Signed off by (SD):	
Sign off date:	5 March 2025

8. Consultation

During the initial impact review, it was found that some protected characteristic groups might be negatively impacted by the proposal. To further understand the potential impacts and decide what actions might be needed, the relevant equality groups should be consulted.

Please complete the table below for the relevant characteristics.

Equality group	Date of consultation	Potential negative impacts identified	Changes or actions based on feedback from consultation
Age	September – October 2024	None identified.	
Disability	September – October 2024	None identified.	
Gender reassignment	September – October 2024	EqIA Screening identified potential negative effects upon those whose gender identity is different to that assigned at birth. This was identified as a result of measures specifically relating to	Following the screening a full EqIA has been undertaken. A full public consultation on the draft LTP was also undertaken in 2024.

		<p>promoting the use of public transport and the use of car sharing (i.e. Liftshare) and car clubs. This protected characteristic group may experience potential difficulties or discomfort when accessing public or active transport, increasing reliance on private vehicles. Additionally, it is anticipated that this group may experience disproportionate negative impacts as a result of implementing car clubs. This is as a result of the potential for identity-based discrimination and a fear of crime in these areas, and using this mode.</p> <p>No additional negative impacts were identified additional to those identified in EqIA screening.</p>	<p>We will identify proposed mitigation measures that should be implemented within the proposed schemes, in order to minimise potential negative impacts upon this protected characteristic group.</p>
Marriage and Civil Partnership	September – October 2024	None identified.	
Pregnancy/Maternity	September – October 2024	None identified.	
Religious belief	September – October 2024	None identified.	
Race	September – October 2024	<p>When undertaking the full EqIA, potential negative effects upon race were identified. This was identified as a result of measures specifically relating to promoting the use of car sharing and car clubs.</p> <p>This protected characteristic group may experience disproportionate negative impacts as a result of implementing car clubs. This is as a result of the potential for different ethnic groups to experience fears of crime and unsafety whilst using this mode.</p>	<p>Following the screening a full EqIA has been undertaken.</p> <p>A full public consultation on the draft LTP was also undertaken in 2024.</p> <p>We will identify proposed mitigation measures that should be implemented within the proposed schemes, in order to minimise potential negative impacts upon this protected characteristic group.</p>
Sex	September – October 2024	<p>When undertaking the full EqIA, potential negative impacts upon women were identified. This was identified as a result of measures specifically relating to promoting the use of car sharing and car clubs.</p> <p>This protected characteristic group may experience disproportionate negative impacts as a result of implementing car clubs. This is as a result of the potential for users experiencing fears if crime and unsafety in car club areas, and whilst using this mode.</p>	<p>Following the screening a full EqIA has been undertaken.</p> <p>A full public consultation on the draft LTP was also undertaken in 2024.</p> <p>We will identify proposed mitigation measures that should be implemented within the proposed schemes, in order to minimise potential negative impacts upon this protected characteristic group.</p>
Sexual Orientation	September – October 2024	EqIA Screening identified potential negative effects upon those who identify as Lesbian, Gay, Bisexual or Other (LGBTQ+). This was identified as a result of	Following the screening a full EqIA has been undertaken.

		<p>the measures relating to the use of car sharing and car clubs. This protected characteristic group may experience disproportionate negative impacts as a result of implementing car clubs. This is as a result of the potential for identity-based discrimination by other car sharing users and a fear of crime in these areas, and whilst using this mode.</p> <p>No additional negative impacts were identified additional to those identified in EqIA screening.</p>	<p>A full public consultation on the draft LTP was also undertaken in 2024.</p> <p>We will identify proposed mitigation measures that should be implemented within the proposed schemes, in order to minimise potential negative impacts upon this protected characteristic group.</p>
Socio-economic disadvantage	September – October 2024	None identified.	
Armed Forces Communities	September – October 2024	None identified.	

9. Equality improvement plan

The project owner must complete an Equality Improvement Plan. This improvement plan sets out the actions to minimise or remove negative impacts. It should also be used to action any opportunities to promote equality and understanding between communities that have been identified throughout the assessment.

The improvement plan should be a 'live document' and be updated and reviewed throughout the delivery of the proposal.

The improvement plan comprises:

- A. an assessment table
- B. an implementation table

Please complete Table A now and keep Table B up to date throughout delivery of the proposal.

Table A: Assessment table

Equality group	Actions required	Expected outcome from actions	Responsible owner	How will the delivery of your actions be monitored	Review date (s)
Gender Reassignment	When implementing public transport improvements, facilities should be made accessible for all groups. This can be implemented through scheme level design.	Improving the public accessibility of those who have undergone gender reassignment surgery, reducing discomfort and fear of public transport, improving a perception of safety amongst this protected characteristic group.	Scheme Promoter/ Project design teams	This will be monitored and implemented as schemes are developed, during scheme level design and development. Progression of any shared mobility scheme will be subject to an individual EqIA.	Project Design Stage
Gender Reassignment / Sexual Orientation / Sex / Race	Car Club areas should be considerably located, on lit streets that are overlooked / not remote and have good sightlines. The presence of CCTV would also be beneficial.	This may help to improve feelings of safety amongst users, and discourage anti-social or violent behaviour.	Wokingham Borough Council	This will be implemented as schemes are developed and monitored as scheme locations are updated/widened. Progression of any shared mobility scheme will be subject to an individual EqIA. This is likely to identify any potential negative effects arising from locations of car clubs, and propose additional mitigation measures, for example, additional lighting measures, improving user perception of safety.	Project Design Stage
Gender Reassignment / Sexual	The monitoring of car sharing through clubs would be necessary to ensure negative impacts are not felt by this	This may help to improve feelings of safety and reduce fear of	Wokingham Borough Council / Car Club Owners	Progression of any shared mobility scheme will be subject to an individual EqIA. There is potential for scheme level EqIA's	Project Design Stage

Orientation / Sex / Race	group. This may include the promotion of safety measures for users, such as sharing personal information, meeting in a public place that is well lit, and ensuring users are able to decline lifts if they feel uncomfortable.	discrimination when using car clubs.		to identify additional mitigation measures that can be included within car sharing schemes, to ensure perceptions of user safety is improved, for example, through promoting ways of meeting prior to car sharing. The promotion of safety information will be monitored by Wokingham Borough Council to ensure that safety measures are well publicised on websites/applications and other appropriate means.	
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Table B: Implementation table

Notes from implementation	Actions completed	Impacts eliminated or mitigated
To Follow when schemes are developed		

10. Conclusion, sign-off & Publication

The completed EqIA must be reviewed by the management team for your service and submitted for sign-off to the relevant Assistant Director or project sponsor. The EqIA must then be attached to the project or policy paper to be considered by the Executive or other relevant committee and will be published to the council's website.

Please complete the table below:

Date of executive paper publication:	LTP discussed at Full Council 20 March 2025
How do you intend to communicate any changes to the affected groups?	Public Consultation on the draft LTP undertaken in 2024. Bespoke engagement and EqIA related to the shared mobility schemes would be undertaken prior to and if such a scheme were to be progressed
Date of communication:	To be completed when schemes are developed.