



**WATFORD  
BOROUGH  
COUNCIL**

# Equality Impact Analysis

<b>Title of policy, function or service</b>	Improving connections for cycling in Cassiobury Park from Rickmansworth Road to the Hub (Footpath 30)
<b>Lead officer</b>	Kathryn Robson
<b>Person completing the EIA</b>	Kathryn Robson
<b>Type of policy, function or service:</b>	Existing (reviewed) <input type="checkbox"/> New/Proposed <input checked="" type="checkbox"/>
<b>Version &amp; Date</b>	20 October 2019  V1

## 1. Background

Watford Borough Council undertakes Equality Impact Analyses (EIAs) to assess the impact of its decisions and potential changes to service delivery on its communities. The EIAs have particular reference to the council's duties under the Equality Act 2010 as a public sector organisation and the potential impact on those members of our communities with a protected characteristic (or characteristics). Furthermore, the council is committed to advancing equality of opportunity, removing barriers to accessing services and fostering relations that support and enhance the diverse and cohesive communities of Watford and recognises the importance that the challenge and insight of a robust EIAs plays in achieving this.

### **Permitting cycling along Footpath 30 in Cassiobury Park**

A report is to be presented to Watford Borough Council's Cabinet In November 2019. This report outlines proposals for change to allow cycling along the main arterial route through Cassiobury Park – known as Footpath 30. This EIA, therefore, considers these proposal in the context of the requirements of the Equality Act 2010 for the council to consider the following three areas:

1. **eliminate** discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Act
2. **advance** equality of opportunity between people who share a relevant protected characteristic and people who do not share it
3. **foster** good relations between people who share a relevant protected characteristic and people who do not

### **Overview of the proposals**

#### **i. Current situation**

As part of Watford's ambitions to develop sustainable transport, one of the Elected Mayor's commitments, embedded into the Council's Corporate Plan, is to improve walking and cycling routes in the town to offer an appealing, practical alternative to private car travel.

Cycling in Cassiobury Park is currently confusing and unclear, particularly in relation to cycling from Rickmansworth Road to the Hub / rustic bridge. This is the route that cyclists would take if cycling to and from the town centre.

A number of paths in the park do allow cycling, either permissively or under the Cycle Act 1984, but Footpath 30 (FP30) – the main east / west arterial route through Cassiobury – does not. This path is poorly signposted and, because it directly connects some of the park's main attractions, it is regularly used by cyclists – although it is officially not permitted. This can, at times, lead to misunderstandings and confrontations between park users – currently around 2 million people use the park each year, including a significant number of cyclists.

#### **ii. Proposals for change**

The need to enhance the cycle routes within Cassiobury Park has been identified as part of this programme of improvements, in particular the route from Rickmansworth Road to the Hub and rustic bridge – Footpath 30 (F30). The refurbishment of F30 and granting permissive rights to cyclists along its length will support the launch of a new cycle hire scheme being delivered in spring 2020, and regulate cycling between these key features within the park

lil **Who has been identified as potentially being impacted by the proposals?**

- All park users residents both residents and visitors – these include – walkers / runners / joggers / cyclists / dog walkers
- Park stakeholders including sports clubs, café owners, Friends of Cassiobury Park

## **2. Focus of the Equality Impact Analysis**

This EIA, therefore, considers the potential equality related impacts, both positive and negative of the proposals for changes to Footpath 30 in Cassiobury Park on the people in the groups or with the characteristics protected in the Equalities Act 2010.

These are:

1. Age
2. Disability
3. Gender Reassignment
4. Pregnancy and maternity
5. Race
6. Religion or belief
7. Sex (gender)
8. Sexual Orientation
9. Marriage and Civil Partnership.

## **3. Engagement and consultation**

### **Face to face**

Early engagement took place with cyclists (Cycle Forum) in July 2019.to test initial options for change. No equalities information is registered for those attending the Forum

Additional engagement events were organised for October 2019. Clearly the engagement with Disability Watford was to ensure the views of disabled people are considered as part of decision making, no equalities related information was collected as part of the other engagement sessions.

- **14 October – Park User Group meeting.** The options appraisal and preferred concept design were presented. Broad support was received but clear message given on the need for appropriate signage and regulation of inconsiderate / inappropriate behaviour
- **22 October – Cycle Forum.** The options appraisal and preferred concept design were presented. Again there was general support for the proposal with agreement that the signposting and education element would be critical to ensure optimum sharing of the space and a reduction in

current conflict

- **24 October – stakeholder drop-in session – Cassiobury Park Hub.** 17 attendees.  
Responses from this group were more mixed, with three definite positions emerging: 1. in favour 2. Not in favour 3. Mixed views – primarily with concerns about the behaviour of some cyclists and the impact of this on safety and the ambiance of the park. Feedback was generally divided by the main reason people visit, and use, the park. Pedestrian views mainly fell into position 3. Some were supportive of cycling as long as it is responsible and speeds kept to a minimum, advocating a pedestrian-priority approach and wanting much clearer signage with the right messaging. Concerns were voiced about cycling speeds, especially in the area at the bottom of the hill near the Hub and paddling pools. Some opposed cyclists on the path altogether. Cyclists were largely in favour of the scheme, but on the whole did not support the idea of pedestrian priority. Their approach to signage was more in favour of a 'share with care' message in keeping with the notion of a shared, non-segregated surface. Dog walkers were those most not in favour of the proposal.
- **29 October – Disability Watford**  
A representative of Disability Watford met the team to discuss the proposal; he also submitted feedback via email. There was acknowledgement that the current situation in the park is far from ideal for all users, including those with disabilities. Overall, he was in favour of a shared surface rather than a segregated path and felt dealing with this path should be an initial step in seeking to regulate cycling and shared use across Cassiobury as a whole **Online**

**i. Survey on changes to Footpath 30**

A short online survey was launched on 18 October for those unable to attend the 24 October session.

**ONLINE SURVEY**

IN FIELD: 18 October – 31 September 2019

RESPONSES: 138

**Age profile of respondents**

15 – 19 years	1%
20 – 24 years	1%
25 – 34 years	2%
35 – 44 years	11%
45 – 54 years	23%
55 – 64 years	25%
65 – 74 years	26%
75 years +	12%

**Sex of respondents**

MALE:	53%
FEMALE:	46%
NON-BINARY	1%

## **Ethnicity of respondents**

The majority of respondents were White British (92%)

## **Health of respondents**

No disability or health impairment	80%
Disability or health impairment that limits activity a little	15%
Disability or health impairment that limits activity a lot	5%

138 responses were received. As for the drop-in session, views were mixed with very strong objections registered to allow cycling on the path with equally supportive views for the proposal. Online there was more support for a segregated path than there had been in other engagement sessions. This could be that at the drop-in and Cycle Forum representatives from Sustrans (the walking and cycling charity who are supporting the council on this project) were able to talk through why shared space is deemed to be safer and less open to conflict than segregated paths. Of the 138 responses received: 50% were in favour, 23% were not in favour, 12% had mixed views and 18% were in favour of a segregated path rather than a shared path.

## **ii. Cycle Survey 2019**

The council ran a comprehensive cycle survey in summer 2019. Of those responding, 54% could be classified as 'regular cyclists' in Watford – once a month or more. The DfT's Walking & Cycling Statistics suggests that in 2016/17 around 38% of people in Great Britain are regular cyclists.

Of those responding to Watford's survey:

### **Age profile**

There was a relatively even split across the age profile of the regular cyclists with the most respondents in the 45 to 49 years age bracket. Interestingly, there was a high percentage of people between to ages 60 to 69 years who cycle regularly. The even split across all age brackets shows that cycling is a popular activity across the entire population.

### **Sex**

**Male: 68% Female: 24%**

This mirrors national data which shows that cycling is still a predominantly male form of exercise / travel option.

### **Ethnicity**

The majority of regular cyclists were White (79%) followed by Other White (5%). This reflects the national statistics from the DfT, which in 2016/2017, found that people who identified themselves as 'Mixed' and 'White Other' were more likely to cycle at least three times a week than any other ethnic group.

### **Health**

Encouragingly 10% of regular cyclists stated they had health problem or disability which has lasted, or is expected to last, at least 12 months. This is slightly higher than the national data from 2016/17 – 8%.

#### 4. What we know about the Watford population

Overall, Watford has a diverse, relatively young population who live in a variety of household types across the borough but with a noticeably large number living in rented accommodation. Whilst it is a prosperous town, it does, like most areas, have pockets of relative deprivation.

Cassiobury Park has over 2 million visits a year and we know it is extremely popular with Watford residents. We also know that cycling is a popular activity in Watford – and we hope to build on this with the launch of the bike share scheme in 2020. Therefore, whilst this EIA cannot conclude that every Watford resident visits or uses the park, we can safely conclude that what we know about our population should steer our analysis of equality impacts.

##### **Population**

The current population of Watford is 96,800 (mid 2018 estimate). Government population growth estimates expect Watford to reach 100,000 by the end of 2025. From this date, it is expected to grow by about 500 people per year.

The population density for Watford is circa 4,500 people per square kilometre. This makes it the most densely populated district area in England and Wales. However, in comparison with some metropolitan boroughs, particularly those in and around the outskirts of London, the density is relatively low.

##### **Ward level populations**

Mid 2017 year population estimates show Central has the highest population of any ward in Watford and Tudor the lowest at 6,059 (mid 2018 estimates are due for publication in October 2019 but were not ready in time for this analysis).

	<b>2017</b>
Callowland	8,075
Central	9,201
Holywell	8,542
Leggatts	7,864
Meriden	7,944
Nascot	8,779
Oxhey	6,734
Park	8,731
Stanborough	7,488
Tudor	6,894
Vicarage	8,777
Woodside	7,646

*This is ONS experimental data (Ward Level Mid-Year Population Estimates (experimental), Mid-2017)*

## Population projections

The 2016-based subnational population projections for local authorities are an indication of the future trends in population to 2041 – looking forward by 25 years.

- Watford's population is projected to be 99,400 by 2024 (the next five years) with the population reaching 100,000 in 2025 and 107,400 by 2041. This is lower than previous government projections (2014) but still a significant challenge for a borough of the size of Watford
- The bulk of the estimated % increase for Watford until 2041 is expected to stem from natural change - more births than deaths - with a small increase due to net migration within the UK and net international migration. The level of natural change can be attributed to the relatively young age structure of the current population, with a high proportion of residents within the child bearing age ranges.

## Households

The average household size in Watford is currently 2.45. This is average for the Eastern region.

### Number of households

The ONS data, based on the census, says that there were 36,681 households in Watford at the time of the Census; as of 31 January 2019 the figure was 39,052, reflecting the growth in housing in the borough over this time period.

### Household size

The 2016 projections estimate that, between 2016 and 2041:

- Watford's average household size will decrease from 2.45 to 2.33
- England's average household size will decrease from 2.37 to 2.26

### Household Composition

From the 2014 household projections, one person households see the biggest increase in household growth in Watford, representing 44% of the total household growth.

However, households with dependent children see the next biggest rise, with 35% of household growth; couples with other adults make up 9%; other (multi-person adult) households make up 7% and couple households (without children or other adults) make up the remaining 6% of all estimated growth.

### Sex / gender of population

In terms of gender breakdown, there are estimated to be fractionally more female than male residents but the difference is not significant. Research tends to show males cycle more than females.

### Ethnicity

Watford has a very diverse population, more so than the rest of Hertfordshire.

For Watford, the Census 2011 shows the following breakdown in terms of ethnicity: White British (61.9%), White other (7.7%), Pakistani (6.7%), British Indian (5.5%) and British other Asian 4.4%). Census information is now nearly 10 years old and it is likely that the ethnic profile of the borough has changed during this time. For example, it would not have captured the more recent EU arrivals to the borough (EU2 countries – Romania and Bulgaria, who were given residency rights in 2014).

**National insurance registration:** Census information is now nearly 10 years old and it is likely that the ethnic profile of the borough has changed during this time. For example, it would not have captured the more recent EU arrivals to the borough (EU2 countries – Romania and Bulgaria, who were given residency rights in 2014). We know from other data such as National Insurance

Registration that Watford has experienced a relatively high increase in nationals from the EU2 countries applying for National Insurance registrations as Watford residents. This follows a period of a high number from EU8 countries (including Poland, Latvia, Lithuania) who were given freedom of movement to the UK from 2004. Throughout the period the arrival of new residents from south Asia (e.g. Pakistan / India) has remained relatively constant.

The statistics for 2019 – up to June 2019 – showed 2,141 registrations (the second highest in Hertfordshire). Of these: 661 of the registrations were from EU2 countries (Bulgaria and Romania) and 489 from South Asia. By comparison, EU8 countries had 192 registrations.

**Language spoken at home:** Other data sources, including school language survey on the languages spoken by Watford school children at home, endorse the National Insurance findings with English still the predominant language (at around 60%) followed by (in order of selection): Urdu, Polish, Tamil, Romanian, Gujarati, Punjabi, Gujarati and Hindi.

**Births and origin of parents:** In 2018, nearly 60% (59.6%) of children born to Watford based parents, had one or both parents born outside of the UK, with 41.7% having both parents born outside of the UK. 52.3% of new mothers in Watford were born outside of the UK (1397 births in total, with 667 to mothers born in the UK and 73 born outside of the UK. Of these 252 mothers had been born in the Middle East and Asia and 257 in the ‘new’ EU countries – those that had joined since 2004, including Poland, Rumania and Bulgaria).

#### Age

The largest populations by age band in Watford in 2018 were:

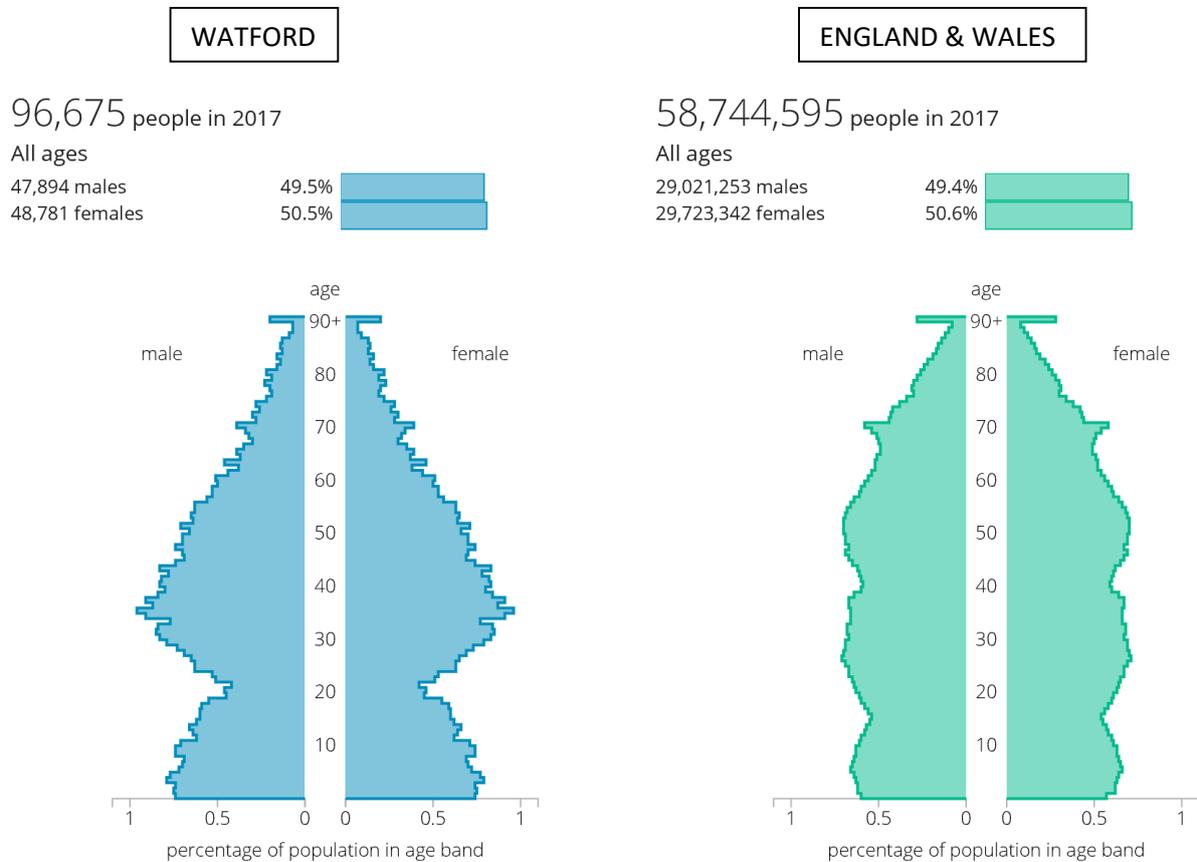
- 35-39 (8,681)
- 30-34 (8,169)

Age	Total
Age 0 - 4	7,108
Aged 5-9	7,082
Aged 10-14	6,247
Aged 15-19	5,194
Aged 20-24	4,820
Aged 30-34	8,169
Aged 35-39	8,681
Aged 40-44	7,445
Aged 45-49	6,756
Aged 50-54	6,315
Aged 55-59	5,325
Aged 60-64	4,296
Aged 65-69	3,467
Aged 70-74	3,132
Aged 75-79	2,285
Aged 80-84	1,861
Aged 85+	1,906

The numbers in each successive age-band fall progressively until there are estimated to be circa 7,000 who are 75+.

The average age in Watford in mid-2018 (ONS estimates) was 36.7. This is the second lowest in Hertfordshire after Welwyn Hatfield (35.9 years) but this would be expected given their student population. This compares to 39.9 years for England and 41.6 years for the East of England.

The graphic below shows Watford's population far more skewed toward 40 years and younger than England and Wales overall. Whilst single person households are increasing faster than households with families, there are a larger proportion of Watford residents in the ages where people are likely to be having families than in England and Wales overall.



### Disability / Health

Around 85% of the population of Watford state that they have 'good health' and just under 14% record a disability. We do not have details as to what these disabilities are but they will include a wide range of physical and mental health disabilities or impairment.

The 2018 NHS Health Profile's summary conclusion is that the health of people in Watford is 'varied' compared with the England average. About 12% (2,300) of children live in low income families – this is an improvement on 2016 (14% / 2,700). Life expectancy for both men and women is similar to the England average, although life expectancy is 6.6 years lower for men and 3.4 years lower for women in the most deprived areas of Watford than in the least deprived areas.

The profile also shows that physically active adults (19 years +) is 68% for Watford compared to the England average of 66%. There has been a decrease from the 2017 profile in the percentage of adults classified as overweight / having excess weight from 60% to 55%, which is better than the England average of 61%. The percentage of obese children in Year 6 (aged 10-11) at 21% is significantly worse than in the 2017 Health Profile; the England average is 20%.

### Religion / belief

The religious breakdown in the Census 2011 of the main religions in Watford was: Christian (54.1%), Muslim (9.8%), Hindu (4.8%), with no religion stated at 21.4%.

### Sexual orientation / Transgender

- In 2014, 1.6% of adults in the UK identified their sexual identity as lesbian, gay or bisexual

- The likelihood of an adult identifying as lesbian, gay or bisexual decreased with age. Around 2.6% of adults aged 16 to 24 years identified themselves as lesbian, gay or bisexual. This decreased to 0.6% of adults aged 65 and over

Watford currently has no specific data on the LGBT community within the borough

### **Deprivation**

The English Indices of Deprivation 2019 was published by the Government in September 2019, and updates the previous 2015 Indices, published in September 2015. The Indices of Deprivation measure relative levels of deprivation in 32,844 small areas or neighbourhoods, called Lower-layer Super Output Areas, in England

The IoD2019 is based on 39 separate indicators, organised across seven distinct domains of deprivation which are combined and weighted to calculate the Index of Multiple Deprivation 2019

The IoD2019 uses 39 separate indicators, grouped into seven domains (three of which contain sub-domains); the domains are Income; Employment; Health and Disability; Education, Skills and Training; Crime; Barriers to Housing and Services; and Living Environment. These are weighted to calculate the Index of Multiple Deprivations (IMD) 2019. In addition to the domains and their sub-domains there are two supplementary income deprivation Indices: Income Deprivation Affecting Children Index (IDACI) and Income Deprivation Affecting Older People Index (IDAOPI).

In the IMD 2019, Watford is ranked 195 out of 317 authorities, putting it in the 7<sup>th</sup> decile nationally. This means that, overall, Watford is less deprived than half the authorities in England.

Watford is the third most deprived authority in Hertfordshire. (Stevenage and Broxbourne are the most deprived.) However, three Hertfordshire authorities are among the 10% least deprived authorities in England (Three Rivers, East Herts and St Albans).

Overall, Watford is not an area with significant deprivation issues and the majority of the LSOAs within the town are in the bottom 50% of LSOAs nationally for deprivation; the borough's position has improved relative to that of 2015.

The combined deprivation index, which weights income and employment more heavily than the other domains, obscures the more deprived areas in Watford, which are affected by crime, living environment deprivation and education, skills and training deprivation in particular. This is, at least in part, because income and employment deprivation are less of an issue for Watford than for other areas.

The ten most deprived LSOAs in Watford, as ranked in the IMD 2019 are as follows:

Watford rank	Ward	LSOA code	Hertfordshire		England	
			Rank	Decile in Herts (1st = most deprived)	Rank	Decile (1st = most deprived)
1 (1)	<b>Central</b> (Water Lane, Gladstone Road, Grosvenor Road, part of Radlett Road, Brockleberry Close, Raphael Drive, top part of Queens Road)	E01023860 (009B)	5 (5)	1st (1st)	5055 (5005)	2nd (2nd)
2 (3)	<b>Holywell</b> (Caractacus Green, part of Charlock Way, Moor View, Jellicoe Road, Stripling Way, Rose Gardens)	E01023865 (011C)	21 (22)	1st (1st)	7239 (7800)	3rd (3rd)
3 (2)	<b>Meriden</b> (Garsmouth Way, Aldbury Close, Harvest End, part of York Way)	E01023876 (003D)	26(19)	1st (1st)	7924 (7590)	3rd (3rd)
4 (4)	<b>Holywell</b> (Ascot Road, Greenhill Crescent, Caxton Way, Croxley View)	E01023866 (011D)	27 (30)	1st (1st)	8294 (9203)	3rd (3rd)
5 (7)	<b>Woodside</b> (Haines Way, Queenswood Crescent, Sheriff Way, Nottingham Close)	E01023906 (001C)	61 (41)	1st (1st)	10719 (10062)	4th (4th)
6 (10)	<b>Oxhey</b> (Deacons Hill, Blackwell Drive, Riverside Road, Eastbury Road, Thorpe Crescent)	E01023883 (012B)	62 (49)	1st (1st)	10758 (10710)	4th (4th)
7 (13)	<b>Callowland</b> (Maude Crescent, St George's Road, Breakspere Close, Nicholas Close)	E01023857 (006C)	67 (56)	1st (1st)	10894 (10812)	4th (4th)
8 (9)	<b>Meriden</b> (Gaddesden Crescent, Bovingdon Crescent, Garston Lane)	E01023877 (003E)	73 (75)	2nd (2nd)	11225 (11837)	4th (4th)
9 (12)	<b>Leggatts</b> (The Harebreaks, Chestnut Walk, Foxhill, Brushrise, Elm Grove)	E01023870 (004C)	78 (52)	2nd (1st)	11515 (10734)	4th (4th)
10 (5)	<b>Stanborough</b> (Clarke Way, Rushton Avenue, Orbital Crescent, Harris Road)	E01023891 (002B)	92 (31)	1st (1st)	11970 (9377)	4th (3rd)

### MOSAIC profile

Our MOSAIC profiling of the borough enhances our understanding of our population and provides valuable context for our decision-making.

	Mosaic Code	Name	Description	Number of Household	2017 Watford %	2016 Watford %	Difference	Trend	Rank (last year)
1	J40	Career Builders	Singles and couples in their 20s and 30s progressing in their field of work from commutable properties	4,045	12.5%	11.9%	0.6%		1
2	I36	Cultural Comfort	Thriving families with good incomes in multi-cultural urban communities	3,321	10.3%	8.7%	1.6%		2
3	D14	Cafes and Catchments	Affluent families with growing children living in upmarket housing in city environs	2,499	7.7%	8.0%	-0.3%		3
4	D17	Thriving Independence	Well-qualified older singles with incomes from successful professional careers living in good quality housing	2,422	7.5%	5.4%	2.1%		7
5	M56	Solid Economy	Stable families with children renting better quality homes from social landlords	2,172	6.7%	6.4%	0.3%		6
6	J44	Flexible Workforce	Young renters ready to move to follow worthwhile incomes from service sector jobs	1,954	6.0%	7.0%	-1.0%		4
7	H35	Primary Ambitions	Forward-thinking younger families who sought affordable homes in good suburbs which they may now be out-growing	1,550	4.8%	6.8%	-2.0%		5
8	808	Premium Fortunes	Influential families with substantial income established in large, distinctive homes in wealthy enclaves	1,237	3.8%	3.2%	0.6%		10
9	I37	Community Elders	Established older households owning city homes in diverse neighbourhoods	1,128	3.5%	4.1%	-0.6%		8
10	I39	Ageing Access	Older residents owning small inner suburban properties with good access to amenities	1,099	3.4%	3.4%	0.0%		9

Watford's MOSAIC profile (2018)

## 5. How will the council ensure equality is promoted through the proposed changes to Footpath 30 in Cassiobury Park?

Under the Equality Act 2010, three areas need to be considered when analysing the equality impact of the Statement of Community Involvement:

4. **eliminate** discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Act
5. **advance** equality of opportunity between people who share a relevant protected characteristic and people who do not share it
6. **foster** good relations between people who share a relevant protected characteristic and people who do not

### A. Positive impacts

- Regulating cycling on Footpath 30 in Cassiobury Park will improve the visitor experience for all users. Whilst cycling is not currently officially allowed on Footpath 30 it does happen and, realistically, there is little in terms of enforcement that could be done to prevent this from happening 24/7, 365 days a week. The proposals will:

- Regulate use of Footpath 30 by:
  - Delivering a wider path which is able to better manage shared use – improving the experience of all users
  - Improve the surface of the path, which should be of benefit to all users but particularly those with certain disabilities (visual, mobility), anyone with mobility issues, age related infirmities and those with prams / pushchairs
  - Improved signage which clarifies that it is a shared use surface but with pedestrian priority – again this will be of particular benefit to those with certain disabilities (visual, mobility), anyone with mobility issues, age related infirmities, younger children who are less sure on their feet and more vulnerable to being knocked over
  - An information and engagement campaign to launch the change of use but also to continue
- As Watford’s main park, Cassiobury Park plays a vital role in fostering good relations within our community. It has a number of attractions that bring people together and the programme of events and activities within the park also encourages those who share a protected characteristic and those that don't to mix and share a common experience. By regulating Footpath 30 and make the proposed improvements the park will be easier to navigate and safer than at present.
- 7. A better, regulated path should encourage greater use by those who might currently find Footpath 30 difficult to navigate (those with disabilities / age related issues / parents with babies / toddlers / younger children which advance equality of opportunity between people who share a relevant protected characteristic and people who do not share it

## **B. Negative impacts**

The analysis of the Watford population shows the diversity of the borough and highlights a number of potential impacts the change to Footpath 30 could have on Watford residents and visitors to the park.

- People with disabilities  
 There has been significant considerations around the use of what has been termed as ‘shared space’ (with the recommendation not to use this term) but this has predominantly been in relation to town centres with the added complexity of cars and crossings. Regulating cycling by allowing cycling on Footpath 30 could have negative impact on those with disabilities. The council is seeking to address this through: widening the path, improving the surfacing, better signage and running an information and education campaign that confirms pedestrian priority.

Disability Watford were included in the engagement on the proposals and their views were fed into the final designs.

Additionally, the permissive rights that will be granted to enable cycling to officially take place on Footpath 30 can be rescinded if the council deemed it necessary to do so.

**Recommendation:**

It is recommended that Footpath 30 is kept under review to ensure that the shared approach is working for all parts of our community.

- Families with babies / toddlers / children  
Like people with disabilities, there is a potential negative impact on those with caring responsibilities for babies /toddlers / children given the sharing of the surface. The mitigations outlined above would apply to these protected characteristics
- Older people  
Older people with age related infirmities which might make it less easy to walk / see / hear on paths such as Footpath 30. The mitigations outlined above would apply to these protected characteristics

## 6. Overall conclusion

The changes to Footpath 30 has, as identified in this EIA, has both positive and negative impacts.

Overall, the council believes that the proposal to improve Footpath 30 in terms of widening and resurfacing alongside improved signage and better information and education on considerate cycling will deliver positive outcome for those with protected characteristics. As part of its public sector duty the council has identified where negative impacts might occur and has identified ways to mitigate them. Primarily, there are potential negative impacts arising from sharing the service because those walking / running will be sharing with cyclists. Experience and best practice shows that sharing services can lead to more considerate behaviours albeit that some people continue with behaving in a way that does not take other users into consideration. It has been introduced in a number of parks (e.g. London and Cambridge) where 'self-policing' is deemed to be the most effective way of enforcing considerate behaviour.

It is recommended the council keeps Footpath 30 under review, once open and assess any reports of issues and that the information and education programme that is proposed alongside the changes to the path is repeated regularly and reinforced through communications campaigns. This will also support more responsible cycling throughout the park and the borough as a whole.

## Summary of potential positive impacts and ways in which they can be ensured

Positive Impact	Protected characteristics	Ways to ensure the positive impact
By encouraging greater use of the park by the Watford and wider community, the proposals to improve Footpath 30 will foster good relations between those with protected characteristics and those that don't	All	<p>Deliver the proposals to widen Footpath 30 and resurface it, supported by improved signage and an education and information campaign.</p> <p>Review impact of changes within the first year.</p> <p>Keep track of any complaints / incidents.</p>
An improved surface will make it easier for people with disabilities (e.t. those in wheelchairs), those with prams / pushchairs and those with	Disability Age (older and younger)	<p>Deliver the proposals to widen Footpath 30 and resurface it, supported by improved signage and an education and information campaign.</p> <p>Review impact of changes within the first year.</p> <p>Keep track of any complaints / incidents.</p>

## Summary of potential negative impacts and ways in which they can be removed or mitigated

Negative Impact	Protected characteristics	Ways to mitigate the negative impact
Some users might find the experience of the shared path less welcoming and safe	Disability Age (older and younger)	<p>Ensure signage is clear with regard to pedestrian priority</p> <p>Deliver the proposals to widen Footpath 30 and resurface it, supported by improved signage and an education and information campaign.</p> <p>Review impact of changes within the first year.</p> <p>Keep track of any complaints / incidents.</p>
Potential for more conflict and incidents on the shared path	All users  Disability Age (older and younger)	

**This EIA has been approved by:**

**Kathryn Robson..... Date 31 October 2019.....**