

# West Northamptonshire Local Transport Plan: Equality Impact Assessment (EqIA)

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# 1 Introduction

## Background

- 1.1 This Equality Impact Assessment (EqIA) relates to the West Northamptonshire Council's (WNC) Local Transport Plan (LTP). An EqIA is a process designed to ensure that a policy, project, or scheme does not unlawfully discriminate against any protected characteristics as defined by the Equality Act (2010).
- 1.2 The LTP sets out the Council's priorities for the next five years and beyond, considering how people and goods travel in and through the area. The Council aims to meet a number of objectives through the LTP; these including to improve access to sustainable transport modes, improve resilience of transport networks, tackle road safety and pollution, enhance and decarbonise local environments, reduce inequalities and maximise benefits to communities and businesses by leveraging technology and innovation.
- 1.3 This new Local Transport Plan is intended to replace the 2012 Local Transport Plan of the former Northamptonshire County Council. It has been in development since 2023.

## Approach to the Equality Impact Assessment

- 1.4 The EqIA has been assessed based on the assumption that LTP deliveries on its Vision and six Objectives, which are presented below:

### 2045 Vision for West Northamptonshire

*"West Northamptonshire has moved rapidly to achieve a net zero emissions transport system by 2045. Working together with our communities we have made travel by active modes like walking and cycling the natural first choice for short trips, travel by public transport has become increasingly attractive and accessible, and communities are less dependent on private cars. Our transport system is both safer and cleaner, benefitting our health and the environment, and supporting the access needs of everyone in our community to foster social inclusion and wellbeing. More resilient infrastructure and services increase opportunities for people to live their best lives by facilitating vibrant town and local centres, and a thriving local economy."*



- 1.5 There are six Objectives set out in the Local Transport Plan, falling under three overarching themes. All specific policies and interventions put forward in the LTP are designed to address one or more objectives and fall under one of three themes. The themes and Objectives are presented below in Table 1.1.

**Table 1.1: Themes and Objectives of the Local Transport Plan**

Theme	Objectives
Connecting People Better	<ul style="list-style-type: none"> <li>• <b>Objective 1:</b> Improve the accessibility of the public transport, walking and cycling networks, to promote a system that is fair and provides attractive travel alternatives to key destinations.</li> <li>• <b>Objective 2:</b> Create thriving communities through local investment in a more resilient transport network, services and the public realm in urban and rural towns and villages across West Northamptonshire.</li> </ul>
Shaping Healthier Places	<ul style="list-style-type: none"> <li>• <b>Objective 3:</b> Improving road safety and reducing pollution, while expanding active travel networks and supporting infrastructure that facilitates public health outcomes.</li> <li>• <b>Objective 4:</b> Enhance local environments and further reduce carbon emissions from transport by investing in low carbon and electric modes, without compromising local heritage.</li> </ul>
Mobility Enabling Prosperity	<ul style="list-style-type: none"> <li>• <b>Objective 5:</b> Reducing inequalities through better transport connecting to key employment and education opportunities, to support local socio-economic growth.</li> <li>• <b>Objective 6:</b> Maximise the benefits to communities and businesses through use of technology and innovation.</li> </ul>

### Expected outcomes

- 1.6 The LTP is assessed by considering impacts that are likely to occur given the Vision and Objectives are achieved. To help understand these predicted impacts, expected outcomes are defined for each Objective from Table 1.1. These act as assumptions for what will happen if the Objectives are achieved and are presented below:

#### **Outcome 1 – Accessible, attractive and fair alternatives for travel:**

- 1.7 Alternative modes such as public transport, cycling and walking will be available and accessible for more people in the region, and will be more effective at connecting people to key services and destinations. Access to these networks and services will be as fair as possible for all groups of people.

#### **Outcome 2 – Improved network, services and public realm strengthens communities:**

- 1.8 Investment into rural towns and villages will make them more attractive places to live and visit. This will enable them to thrive both economically and socially. Transport access to these areas will be strengthened and made more reliable and resilient, giving people more confidence to use it.

#### **Outcome 3 – Communities feel safer and healthier:**

- 1.9 Residents and visitors will be encouraged to lead healthier lifestyles as active travel networks expand and become more useful in connecting them to key destinations. Lower air and noise pollution will likewise facilitate overall physical and mental wellbeing, while improvements to road safety will result in fewer casualties.

**Outcome 4 – Low carbon transport enhances environment:**

- 1.10 More low- or zero-carbon vehicles (private, goods and public transport) in operation will reduce carbon emissions from transport and ameliorate impacts on the natural environment. New and forthcoming transport schemes will be designed with enhancement to the local environment in mind, while local heritage assets will be preserved.

**Outcome 5 – Reduced inequality and local growth:**

- 1.11 Accessibility and benefits of transport will be felt in areas of low as well as high deprivation. Poorly connected and/or deprived areas will receive new or improved links to enable access to more education and employment opportunities, as well as to key services. A workforce that is more connected to the job market will enable economic growth to take place.

**Outcome 6 – Innovation improves journeys:**

- 1.12 Greater use of digital technologies and systems will enable more convenient and frictionless journeys, while innovations will be leveraged within local transport to help achieve goals outlined in Outcomes 1 to 5 where applicable.

## 2 Scoping

- 2.1 A scoping exercise has been undertaken to identify where the West Northamptonshire Council LTP will have a disproportionate impact in groups of people who share one or more protected characteristic. This assessment considers both potential positive and negative impacts, and, where possible, provides evidence to explain why this group might be particularly affected.
- 2.1 'Disproportionate impact' means that groups of people who share a protected characteristic (e.g., people of a particular age, people of a particular gender, or people from a particular race and religion) will be significantly more affected by the change than other groups.
- 2.2 Protected characteristics are specific aspects of a person's identity defined by the Equality Act 2010. The 'protection' relates to protection from discrimination. The law defines nine protected characteristics:
- Age
  - Disability
  - Gender reassignment
  - Marriage and civil partnership
  - Pregnancy and maternity
  - Race
  - Religion or belief
  - Sex
  - Sexual orientation
- 2.3 The LTP outlines a range of transport-related interventions that are aimed at improving connectivity, road safety, air pollution, health and economic outcomes in the region. These will predominantly impact people's movement and experience of streets and spaces.
- 2.4 It is not considered that the 'marriage and civil partnership' or 'religion and belief' protected characteristics have a significant intersection with movement and space. As such, they have not been included in the baseline data or the detailed analysis of equality impacts that follows.
- 2.5 Low-income groups and those experiencing impacts of poverty can be disproportionately impacted by transport provision, especially as a way to enable access to education and employment opportunities. As such, many local authorities across England include socio-economic deprivation as an additional characteristic in their equality impact assessments. This EqIA considers impact based on socio-economic deprivation as part of the assessment on top of the compulsory protected characteristics set out in the Equality Act 2010.
- 2.6 A summary of the scoping exercise is presented in Table 2.1 below.

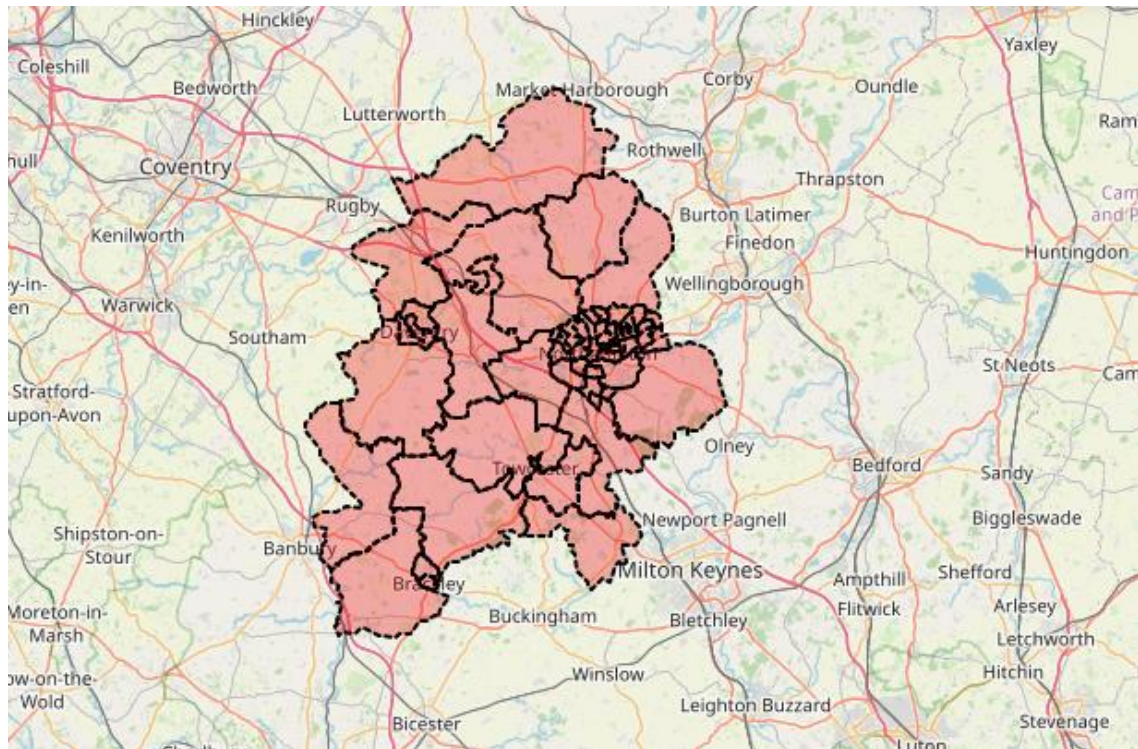
Table 2.1: Protected characteristics scoping

Protected Characteristic	Disproportionate impact unlikely	Disproportionate impact likely	Commentary
<b>Age</b> - people in particular age groups (particularly over 65s and under 16s)		✓	There is likely to be a disproportionate impact which this EqIA will investigate. A person's ability to use the transport network can be shaped by age and age-related health conditions.
<b>Disability</b> - people who have physical, sensory, intellectual, or mental health impairment(s)		✓	There is likely to be a disproportionate impact which this EqIA will investigate. A person's use of the transport network can be shaped by certain impairments.
<b>Pregnancy and maternity</b> – those who are pregnant or caring for new-borns		✓	There is likely to be a disproportionate impact which this EqIA will investigate. A person's use of the transport network can be shaped by pregnancy and parental care.
<b>Gender reassignment</b> - people who are intending to undergo, are undergoing, or have undergone a process or part of a process of gender reassignment		✓	There is likely to be a disproportionate impact which this EqIA will investigate.
<b>Marriage or civil partnership</b> – people who are married or within civil partnerships	✓		People who are married or within civil partnerships are unlikely to be disproportionately impacted by the scheme.
<b>Race</b> - people of a particular race or ethnicity (including refugees, asylum seekers, migrants, gypsies and travellers)		✓	There is likely to be a disproportionate impact which this EqIA will investigate. Use of the transport network and/or occupation may differ depending on ethnicity.
<b>Religion or belief</b> - people of particular faiths and beliefs	✓		The religion or belief that people follow is unlikely to result in being disproportionately impacted by the scheme.
<b>Sex</b> – whether people are male or female		✓	There is likely to be a disproportionate impact which this EqIA will investigate. Use of the transport network and/or occupation may differ depending on sex.
<b>Sexual orientation</b> – whether a person's sexual orientation is towards the same sex, a different sex, or both.		✓	There is likely to be a disproportionate effect which this EqIA will investigate.
<b>Socio-economic deprivation</b> – relating to relative social and economic classifications		✓	There is likely to be a disproportionate effect which this EqIA will investigate. An individual's experience of transport can be shaped by socio-economic status.

## 3 Data Sources

- 3.1 For the purpose of this assessment, information has been gathered about protected characteristics for all West Northamptonshire Census Output Areas as well as East Midlands, and England as a whole. The Census Output Areas that are included in West Northamptonshire are shown below in Figure 3.1. The East Midlands and England has been included in the assessment to provide greater context to the data for residents living in West Northamptonshire.

**Figure 3.1: Surveyed Census Output Areas within West Northamptonshire**



Source: Census 2021

### Data Sources and limitations

- 3.2 National Travel Survey (NTS) and Census data are the two primary data sources used throughout this assessment. Supplementary data sources have been used and are referenced throughout. For each protected characteristic, data has been collated and analysed, with comparisons made at borough, regional and national levels, where relevant.

**Table 3.1: Sources of Information**

Source of information	Reason for using
National Travel Survey (NTS) data	To provide regional and national trends in transport usage
Census data	To provide demographic breakdowns locally, regionally, and nationally.
Supplementary data (multiple sources)	Used to supplement Evidence Base where required.

3.3 While Census data is a useful tool to understand and compare travel characteristics of an area with another, it does have limitations as following:

- The 2011 dataset is dated and does not reflect development & societal changes that have occurred during the last thirteen years.
- The 2021 dataset provides more up-to-date demographic context but lacks accurate insight on travel patterns as it was undertaken on 21<sup>st</sup> March 2021, when some travel and meeting restrictions associated with the Covid-19 pandemic were in place. As such, travel patterns recorded for work and leisure are unlikely to be representative of what they are at present.

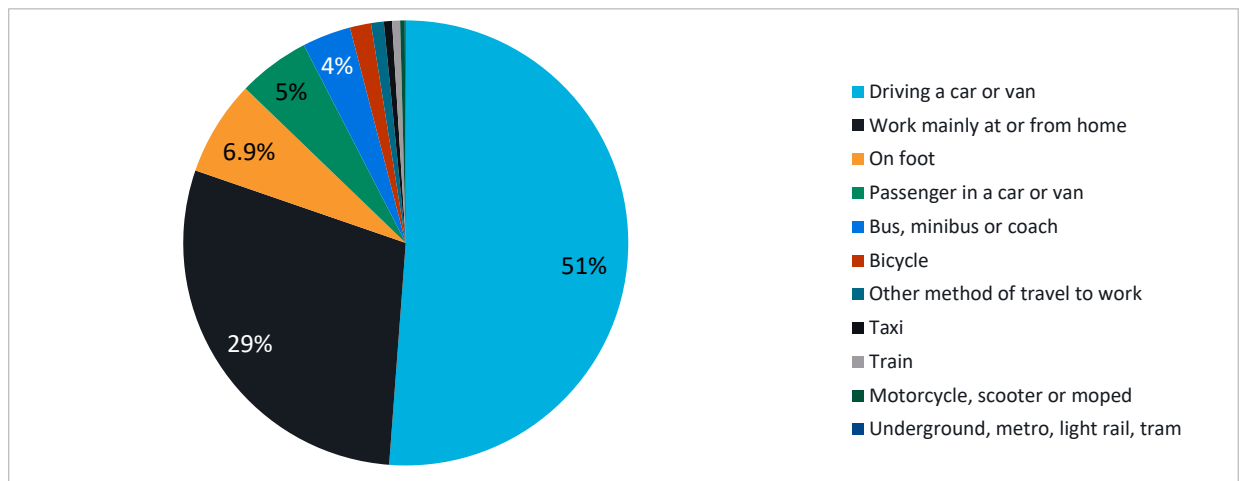
# 4 Baseline Evidence

## Demographics

4.1 The population of West Northamptonshire was recorded at 425,700 residents in 2021. West Northamptonshire’s population increased by 13.5 per cent between 2011 and 2021, which is higher than the increase for the East Midlands as a whole (8 per cent).

4.2 Figure 4.1 illustrates the method of travel to work of those living in West Northamptonshire as sourced from the Census (2021). Driving a car or van is the predominant method of travel to work (72 per cent), followed by those travelling by foot (10 per cent) and as a passenger in a car or van (7 per cent).

Figure 4.1: Method of travel to work for those living in West Northamptonshire

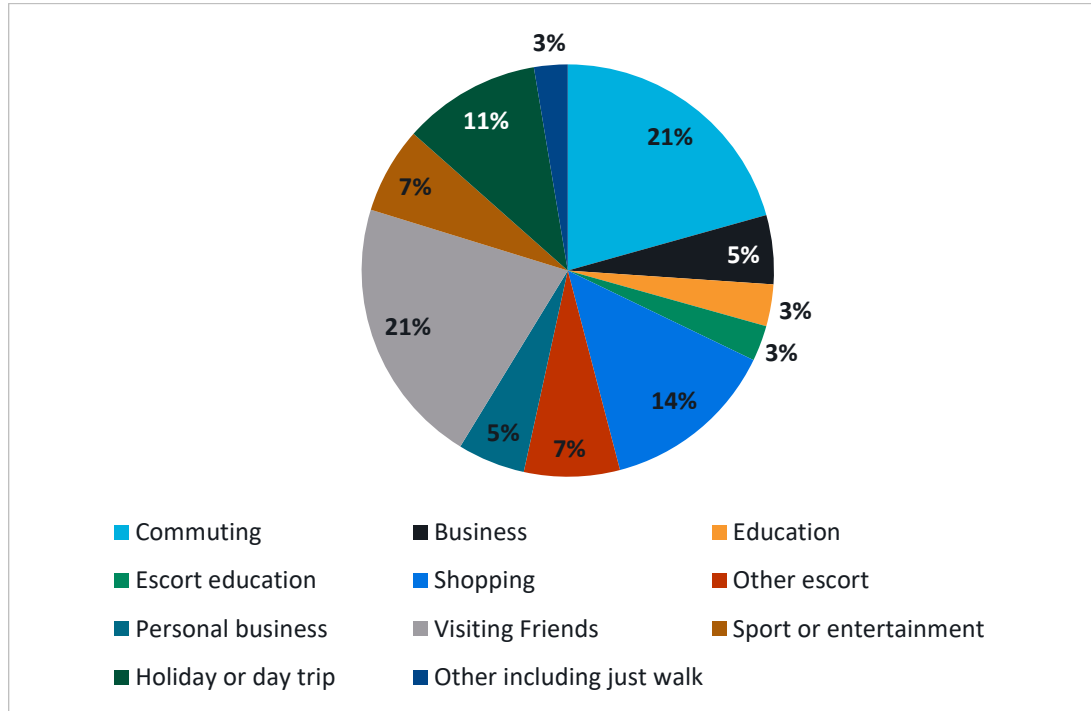


Method of travel to workplace	Percentage
Driving a car or van	51%
Work mainly at or from home	29%
On foot	7%
Passenger in a car or van	5%
Bus, minibus or coach	4%
Bicycle	1.5%
Other method of travel to work	1%
Taxi	1%
Train	1%
Motorcycle, scooter or moped	<1%
Underground, metro, light rail, tram	<1%

Source: Census 2021

4.3 Figure 4.2 shows the average proportion of miles travelled by trip purpose in the East Midlands. From a total of 3,717 miles travelled as recorded in the National Travel Survey, a two fifth's of these are commuting (21 per cent) and visiting friends (21 per cent). The trip purposes with the last distance travelled are education (3 per cent), escorting education (3 per cent), and 'other including just walking' (3 per cent).

Figure 4.2: Average distance travelled by trip purpose in East Midlands

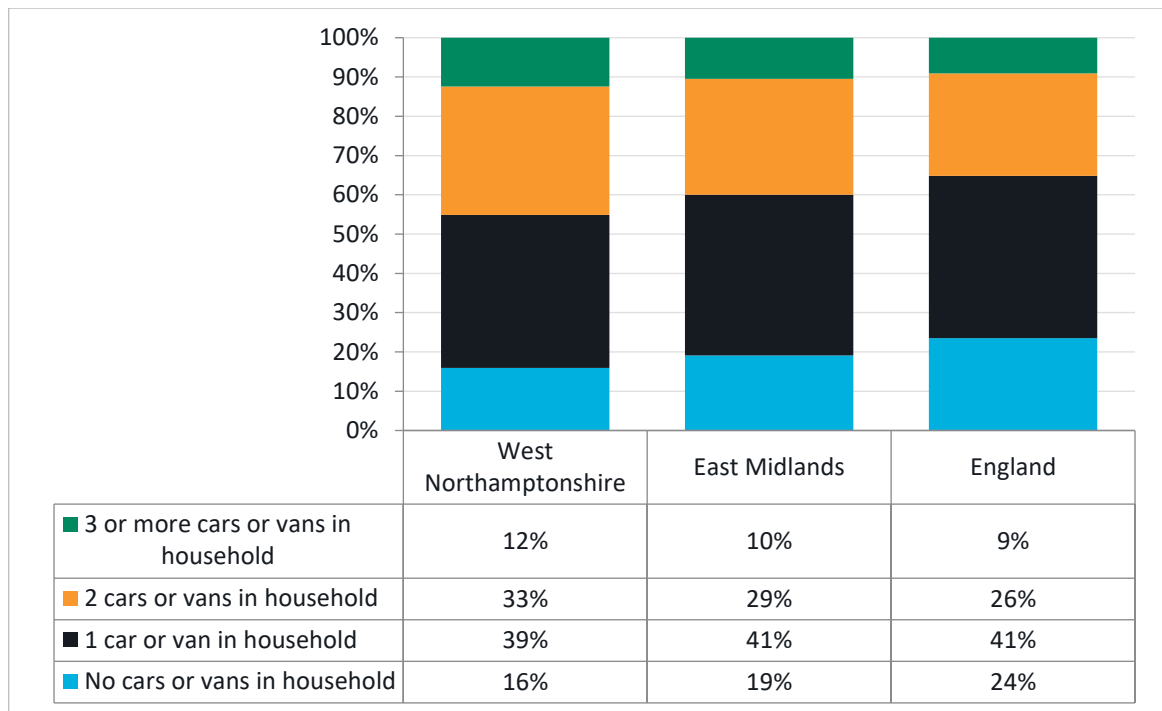


Source: NTS 2021

4.4 Figure 4.3 shows the availability of cars or vans to the populations in West Northamptonshire, East Midlands and England. The proportion of the population in West Northamptonshire with no cars or vans in the household (16 per cent) is lower than the figure for all of the East Midlands (19 per cent) and all of England (24 per cent). From this, the proportion of the population in West Northamptonshire with two cars or vans in the household and three or more cars or vans in the household (33 per cent and 12 per cent respectively) is higher than that for the East Midlands (29 per cent and 10 per cent) and England (26 per cent and 9 per cent).



**Figure 4.3: Car or van availability in West Northamptonshire, East Midlands and England**



Source: Census 2021

## Workforce

- 4.5 As of 2022, the population and workforce survey found that West Northamptonshire’s resident workforce was approximately 218,750. The largest industries by employment were Health, Transport and Storage, and Business administration and support services.

## Age

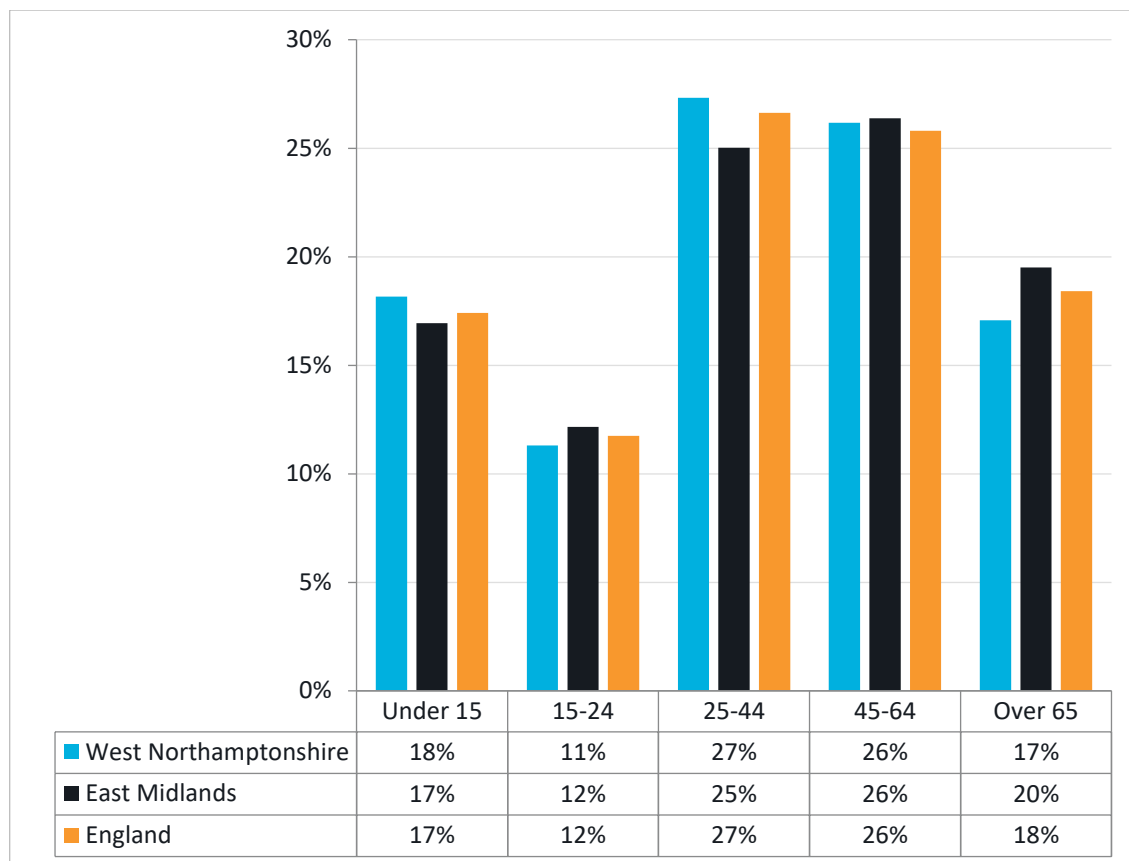
### Definition according to the Equality Act 2010

1. In relation to the protected characteristic of age -
  - a. A reference to a person of a particular age group
  - b. A reference to persons who share a protected characteristic is a reference to persons of the same age group.
2. A reference to an age group is a reference to a group of persons defined by reference to age, whether by reference to a particular age or to a range of ages

### Baseline equalities data

- 4.6 Figure 4.4 presents the age distribution for those living in West Northamptonshire, the wider East Midlands region, and England. The percentage of those aged 15 to 24 (11 per cent) in West Northamptonshire is slightly lower than the national picture (12 per cent). Also, the percentage of those aged over 65 (17 per cent) is lower than the national picture (18 per cent), and the East Midlands picture (20 per cent). Aside from this, the age distributions are fairly similar.

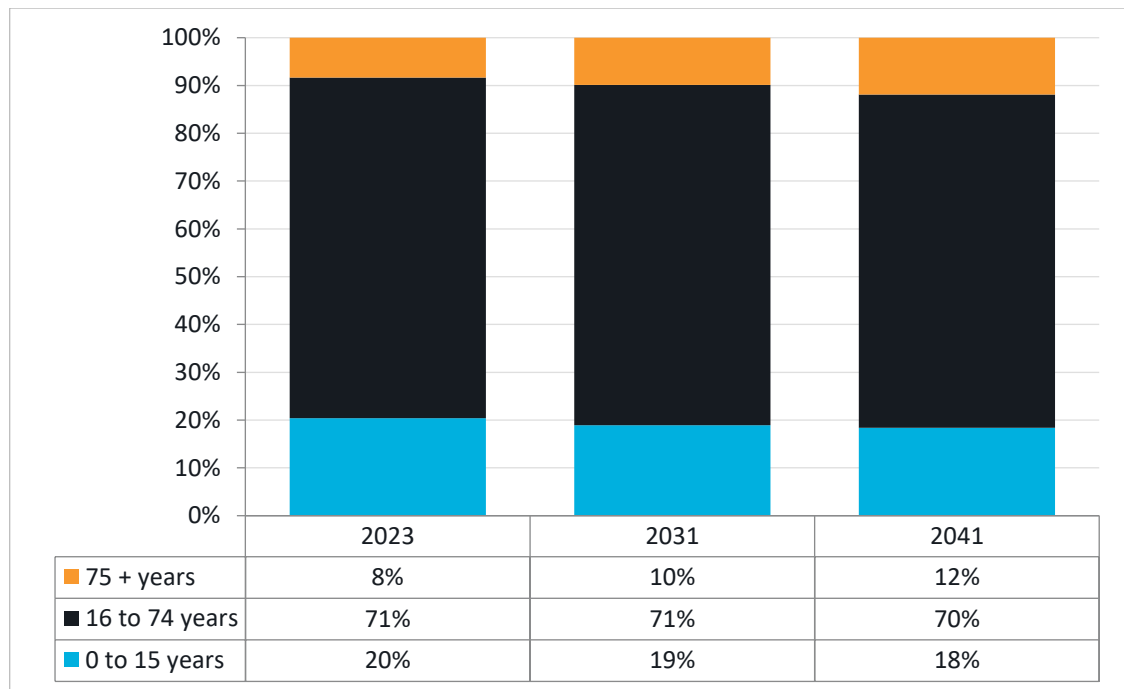
**Figure 4.4: Age distribution in West Northamptonshire, East Midlands and England**



Source: Census 2021

4.7 As shown in Figure 4.5, West Northamptonshire’s age distribution is forecast to change between 2021 and 2041. The proportion of the population aged 0-15 is set to decrease from 20 per cent in 2023 to 18 per cent in 2041. The proportion of the population aged over 75 is expected to grow from 8 per cent in 2023 to 12 per cent in 2041.

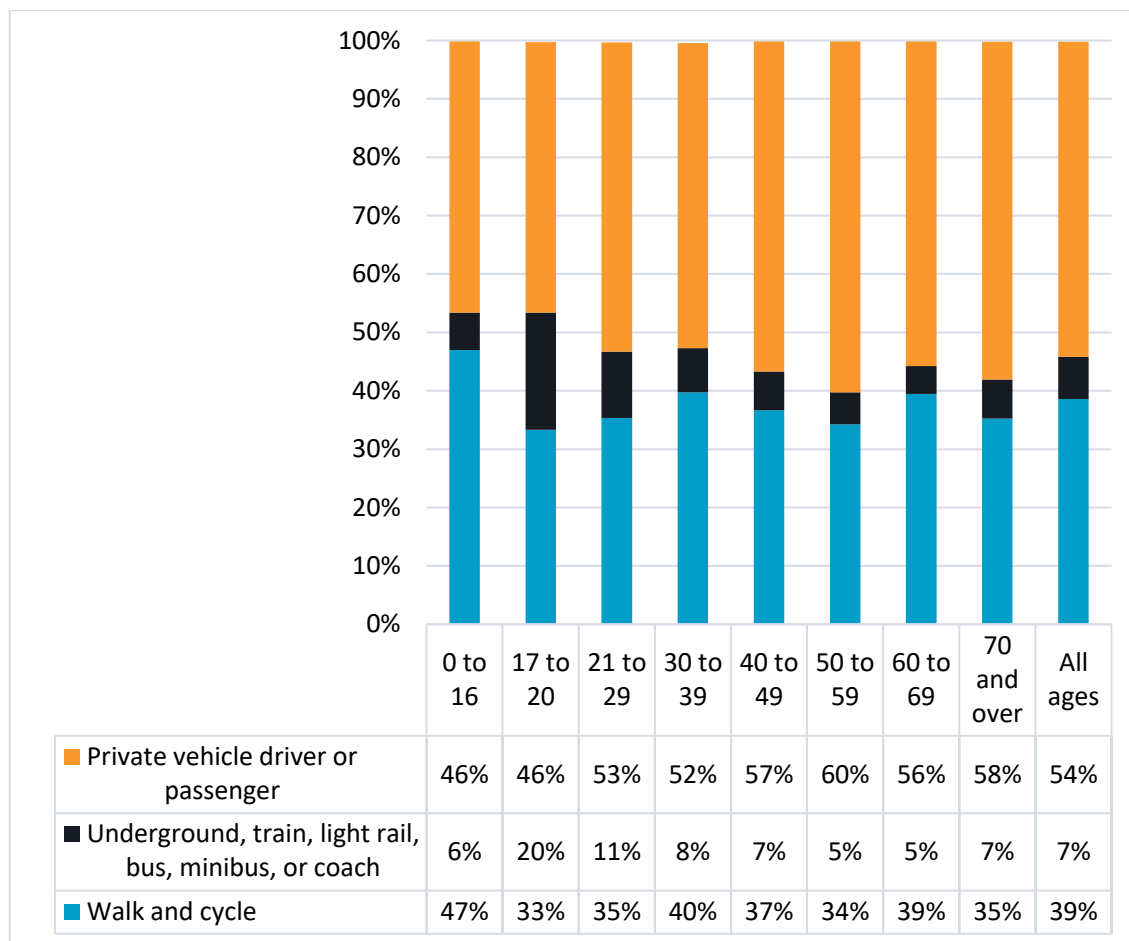
**Figure 4.5: Age distribution change (2023-2041) across West Northamptonshire**



Source: Census 2011 and 2021

4.8 Figure 4.6 shows mode share by age across England. Private Vehicle usage is highest amongst those aged 50 to 59 (60 per cent) and lowest amongst those aged 0 to 16 and 17 to 20 (46 per cent respectively). Public transport is highest amongst those aged 17 to 20 (20 per cent) and those aged 21 to 29 (11 per cent) and is much lower amongst older age groups. Walking and cycling is highest amongst those aged 0 to 16 (47 per cent) and lowest amongst those aged 50 to 59 (34 per cent).

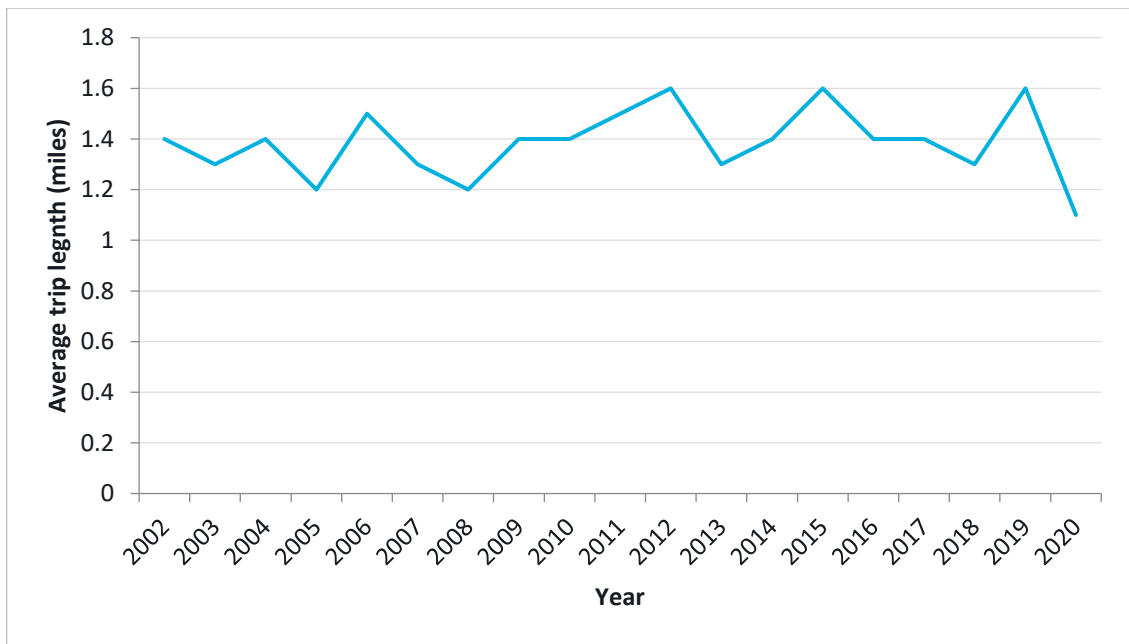
Figure 4.6: Mode share by age in England, 2022



Source: NTS 2021

4.9 Figure 4.7 shows the average trip length in miles to and from school for 0-6 year olds in England from 2002 to 2020. Average trip length varies from 1.1 miles to 1.6 miles, reaching the longest distance of 1.6 miles three times (2012, 2015 and 2019). The shortest trip length was 1.1 miles, recorded in 2020 and likely impacted by Covid.

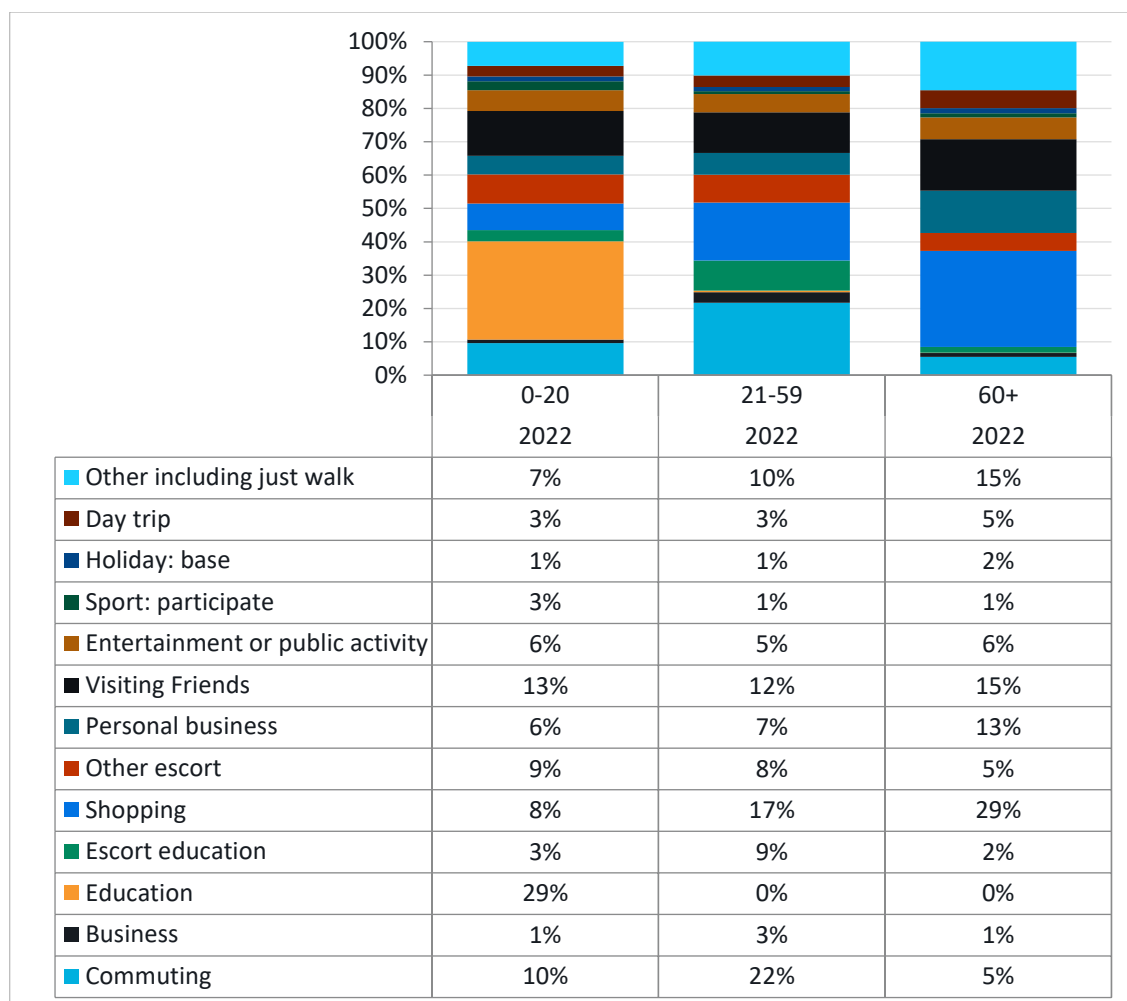
**Figure 4.7: Average trip length in miles to and from school by 0-6 year olds in England**



Source: NTS, 2002-2020

4.10 Figure 4.8 shows the average proportions of trip purposes by age range. For those aged 0-20, the most common trip purpose was education (29 per cent) followed by visiting friends (12 per cent). For those in the 21-59 age bracket, the most common trip purpose was commuting (22 per cent), followed by shopping (17 per cent) and visiting friends (12 per cent). The most common trip purpose in the 60+ age category was shopping (29 per cent), visiting friends (15 per cent) and the other category (15 per cent).

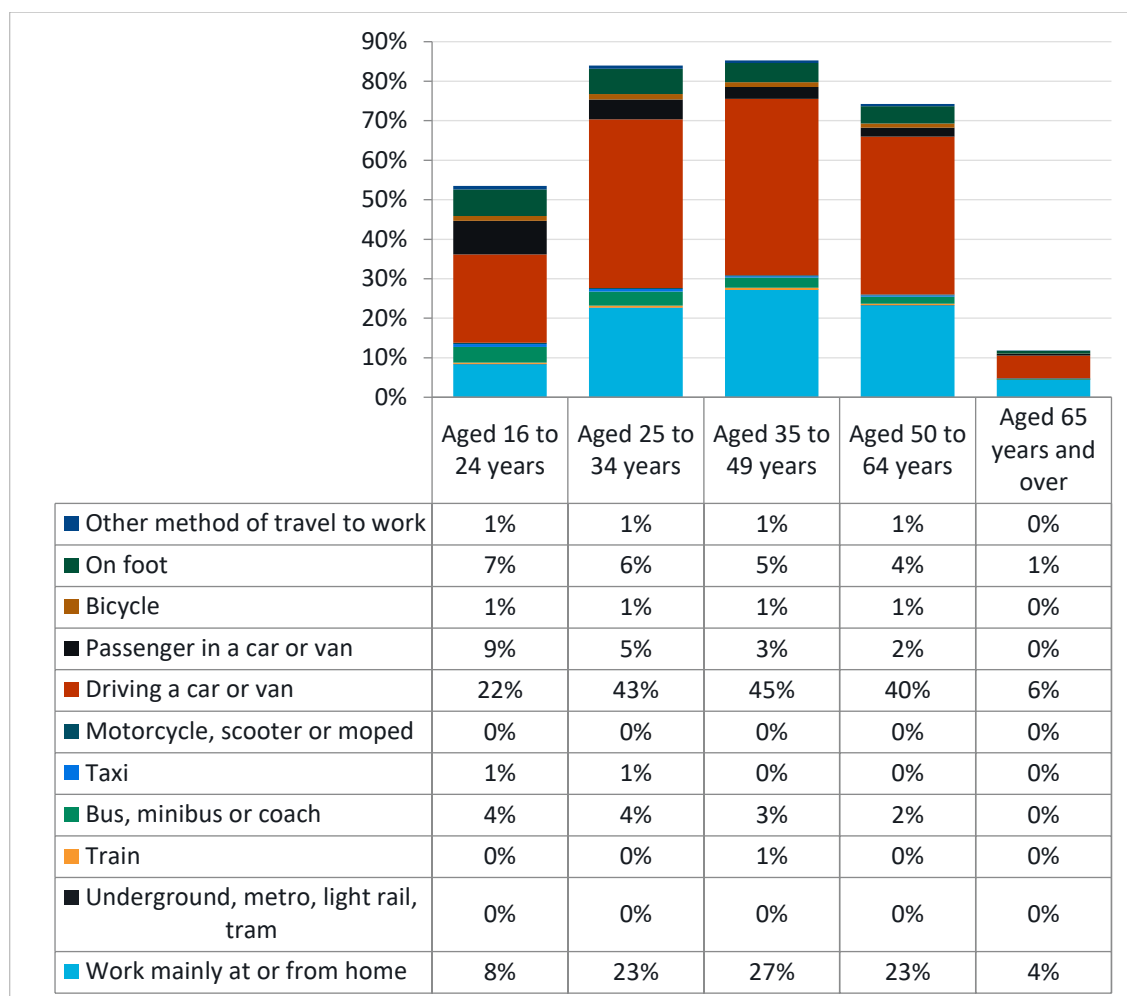
**Figure 4.8: Average trip purpose by Age in England**



Source: NTS, 2022

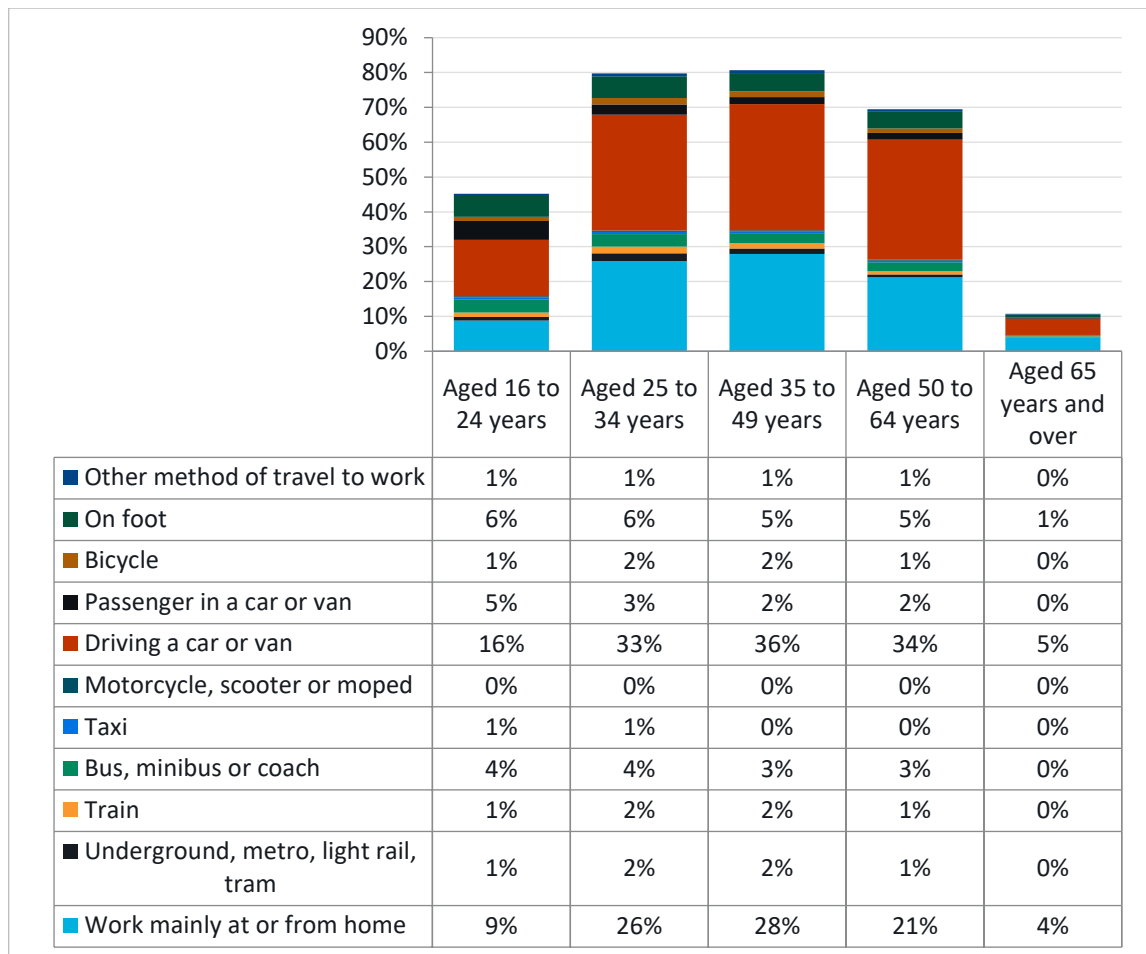
- 4.11 Figure 4.9 and Figure 4.10 show the method of travel used to work by age in West Northamptonshire and England respectively. Those not in employment or aged 15 and under have been excluded from this data. Driving a car is the most common method of travel to work in both West Northamptonshire and England across all ages, however this proportion is higher in West Northamptonshire across all ages. The same trend is visible with those who are a passenger in a car or van.
- 4.12 Proportions of those travelling by bus, bicycle or foot are broadly similar in West Northamptonshire and England as a whole. The use of active travel (bike and foot) decreases with age in West Northamptonshire.

**Figure 4.9: Method of travel used to work by age in West Northamptonshire**



Source: Census, 2021

**Figure 4.10: Method of travel used to work by age in England**

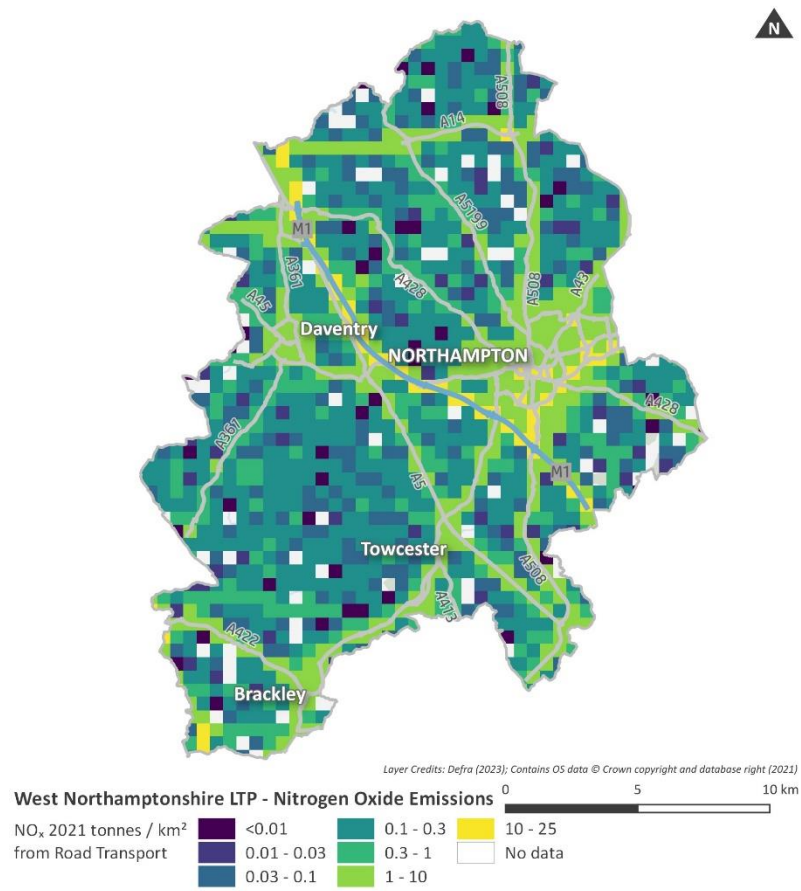


Source: Census, 2021

4.13 Figure 4.11 shows the Nitrogen Oxide Emissions in West Northamptonshire. The areas with the highest recorded emissions are mostly in and around Northampton, and along the main roads throughout West Northamptonshire. As expected, the M1 route has particularly high emissions.



Figure 4.11: West Northamptonshire Nitrogen Oxide Emissions



## Disability

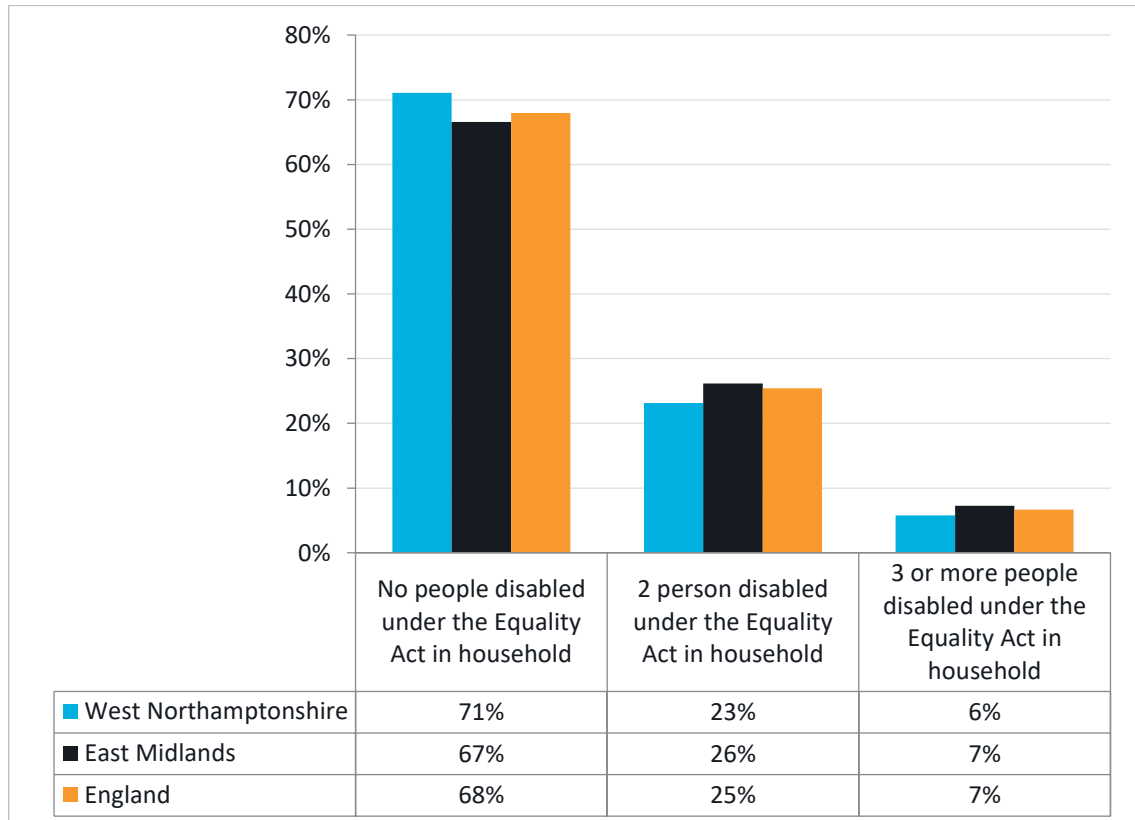
### Definition according to the Equality Act 2010

1. A person (P) has a disability if—
  - a. P has a physical or mental impairment, and
  - b. the impairment has a substantial and long-term adverse effect on P’s ability to carry out normal day-to-day activities.
2. A reference to a disabled person is a reference to a person who has a disability.
3. In relation to the protected characteristic of disability—
  - a. a reference to a person who has a particular protected characteristic is a reference to a person who has a particular disability;
  - b. a reference to persons who share a protected characteristic is a reference to persons who have the same disability.

### Baseline equalities data

4.14 In West Northamptonshire, Census 2021 data shows that 72 per cent of households have no people who are considered disabled under the Equality Act (Figure 4.12). In comparison to the East of England and England as a whole, this figure is respectively 4 and 3 percentage point higher. West Northamptonshire has a lower proportion of households with 2 people disabled under the Equality act in each household compared to both the East Midlands (26 per cent) and England (25 per cent).

**Figure 4.12: Proportion of households with disabled people under the Equality Act in West Northamptonshire, East Midlands, and England**

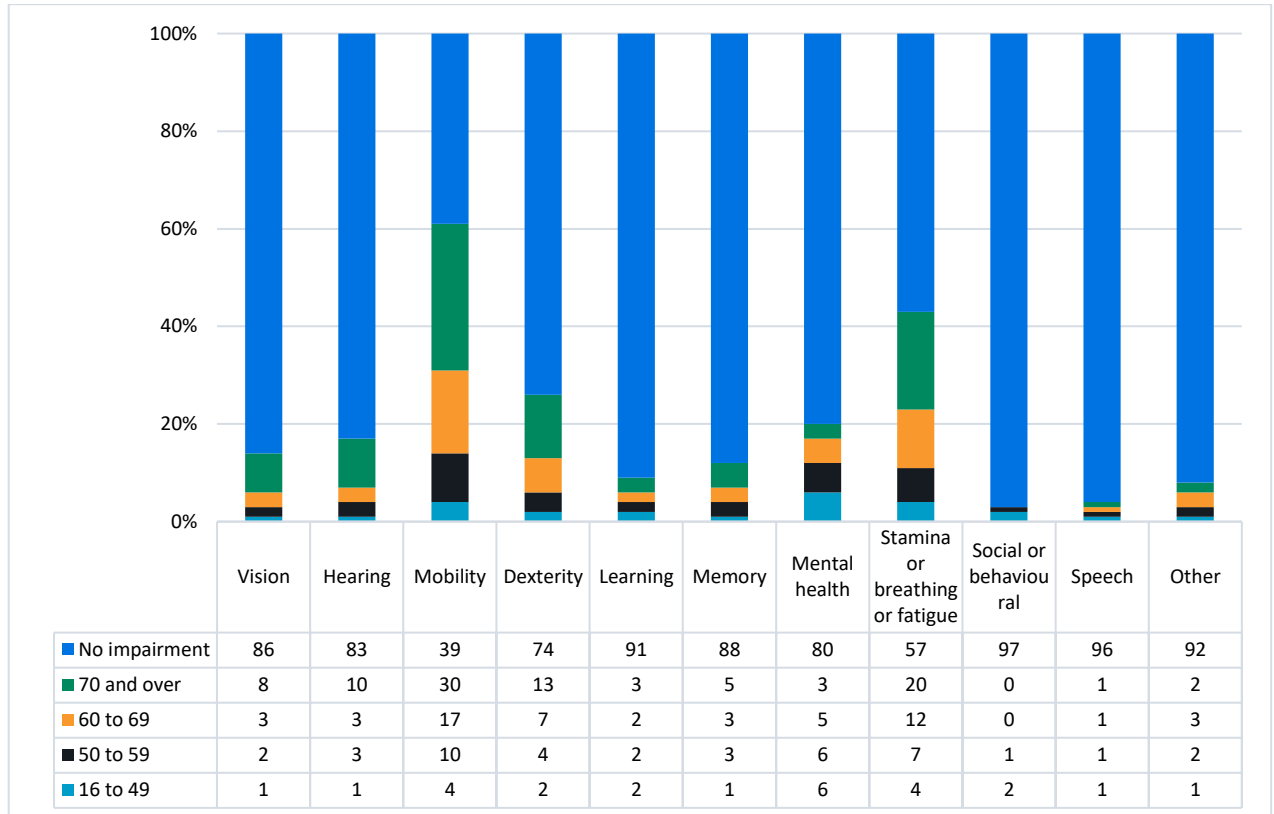


Source: Census 2021

4.15 Further to those disabled under the Equality Act, in 2020/21 the results from National General Practice Profiles Data show that 11 per cent of respondents in West Northamptonshire have a long term mental health problem, which equates to 34,203 people.

4.16 Figure 4.13 from the NTS shows the proportion of people aged 16 and over with specific impairments in England. The three most commonly cited impairments tend to be physical, with the most common being mobility issues, followed by stamina, breathing or fatigue, and dexterity. The fourth most commonly cited impairment is in relation to mental health affecting a fifth of respondents, followed by hearing and vision.

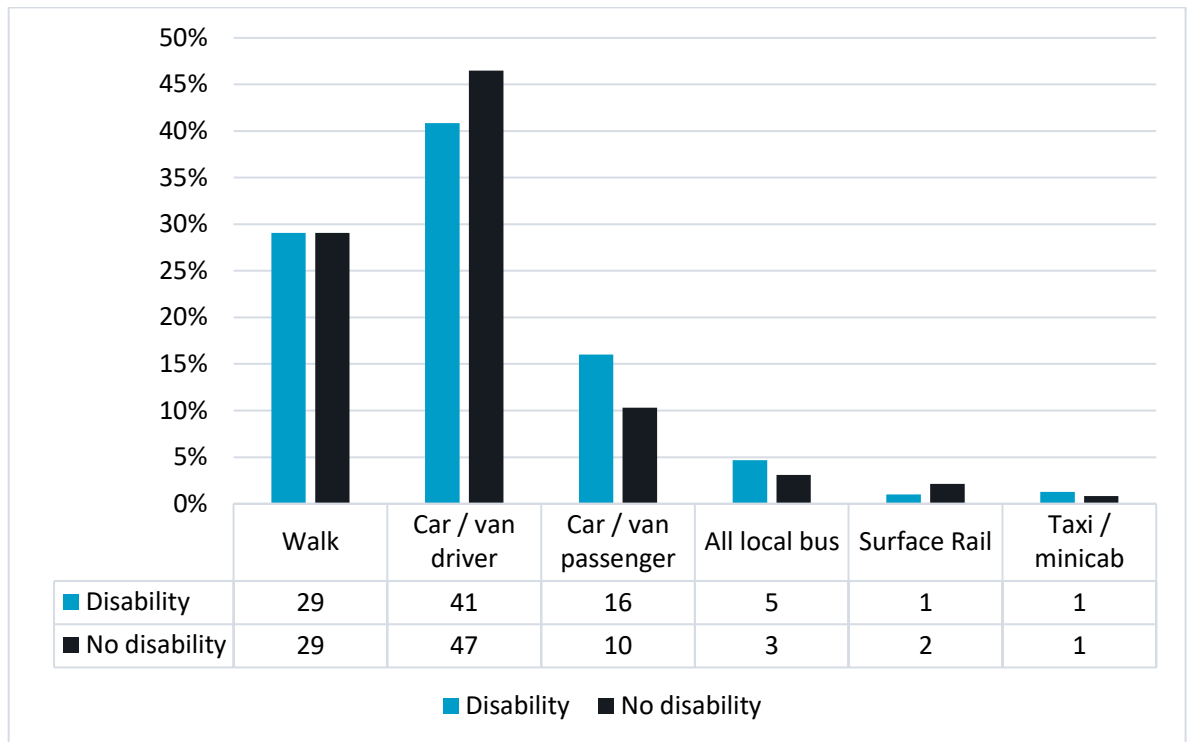
**Figure 4.13: Impairments of people aged 16 and over in England (per cent)**



Source: NTS 2022

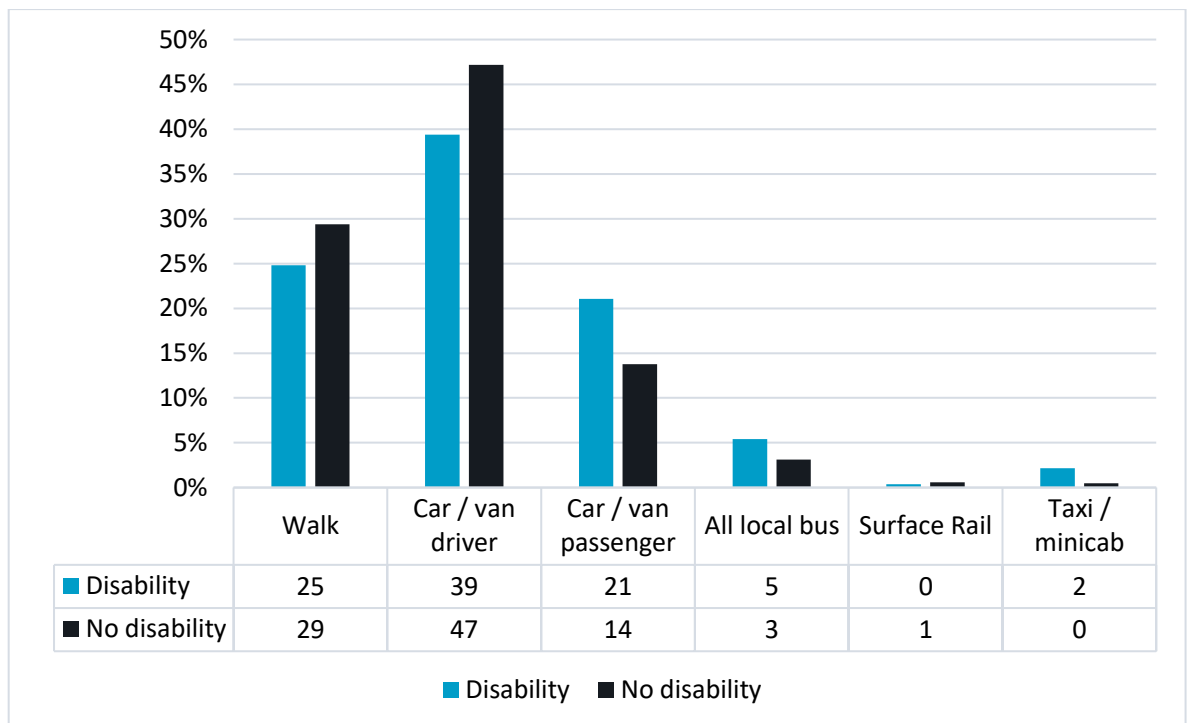
4.17 Figure 4.14 and Figure 4.15 demonstrates the similarities and differences in modal reliance between those with a disability status who are between the ages of 16 and 59 and those who are 60+ years of age.

**Figure 4.14: Number of trips per person per year aged 16 to 59, by main mode and disability status in England, 2021 (per cent)**



Source: NTS 2021

**Figure 4.15: Number of trips per person per year aged 60+, by main mode and disability status in England, 2021 (per cent)**

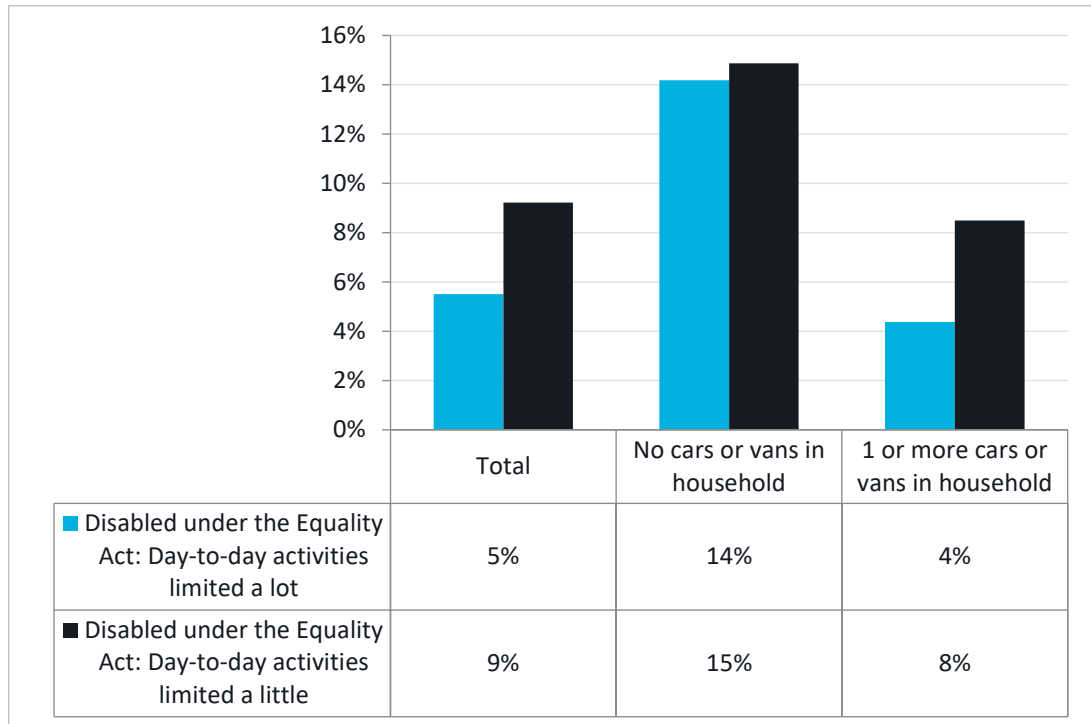


Source: NTS 2021

4.18 Figure 4.16 shows the car or van availability by disability status in West Northamptonshire. Of those who are under the Equality Act as limited a lot in day-to-day activities, 4 per cent have 1

or more cars or vans in a household, and 14 per cent have no cars or vans in a household. For those who activities are limited a little, 8 per cent have 1 or more cars or vans in the household and 15 per cent have no cars or vans in the household.

**Figure 4.16: Disability by car or van availability in West Northamptonshire**

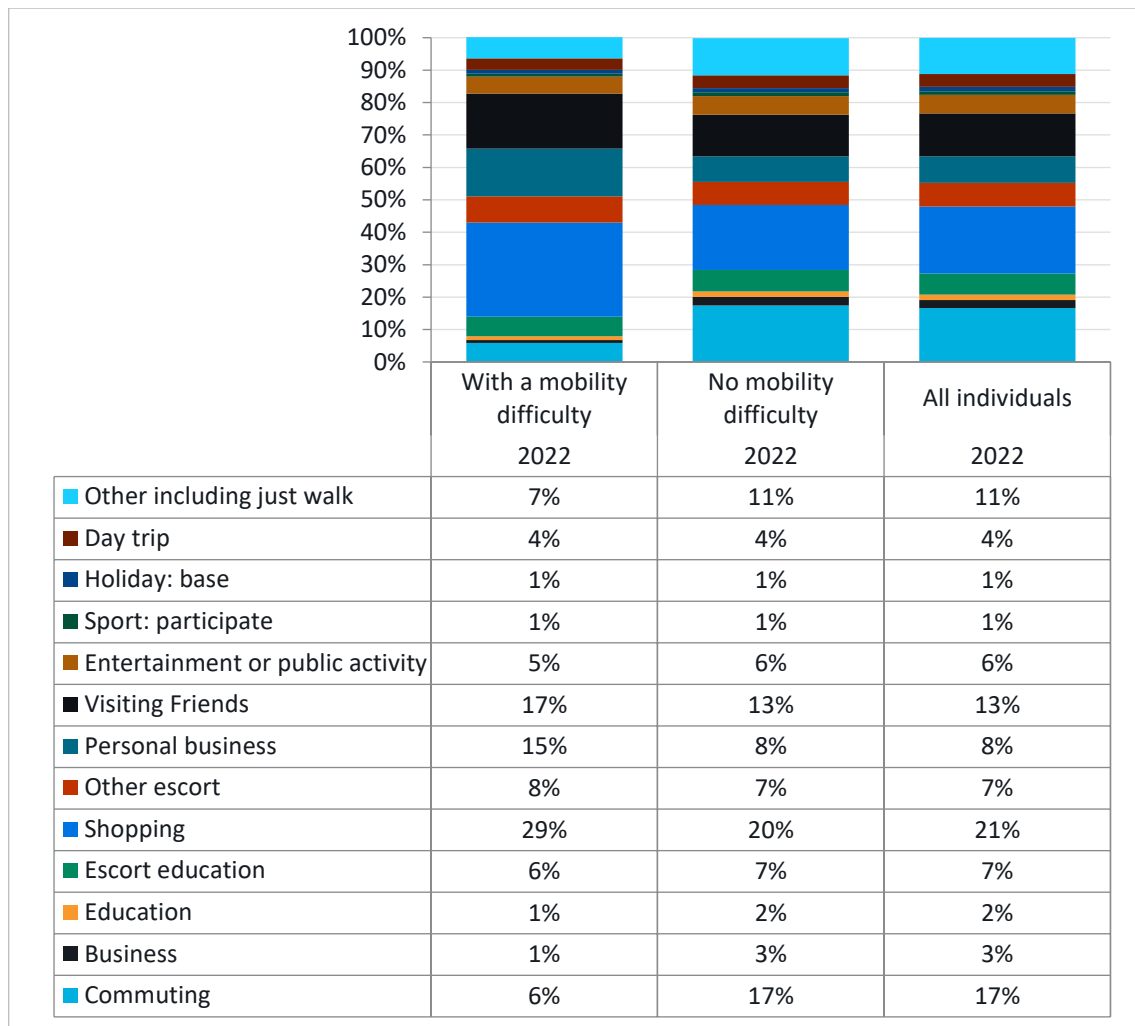


Source: Census 2021

- 4.19 Data demonstrates that as of January 2024, a total of 6,458 valid Blue Badges were held by residents in West Northamptonshire, out of a total of 99,082 across the East Midlands as a whole. As a percentage of the total population, 1.5 per cent of West Northamptonshire residents hold a valid Blue Badge, in comparison to 2 per cent of the East Midlands as a whole.<sup>1</sup>
- 4.20 Figure 4.17 shows the average proportion of trips by mobility status and journey purpose in England. Nearly a third of all trips recorded in 2022 from those with a mobility difficulty were shopping (29 per cent), compared to the 20 per cent of all journeys shopping makes up for those with no mobility difficulty. Trip purposes which made up a significantly smaller proportion of trips for those with a mobility difficulty compared to those without included commuting, business and other including just walking.

<sup>1</sup> [DfT: Blue Badge scheme statistics](#)

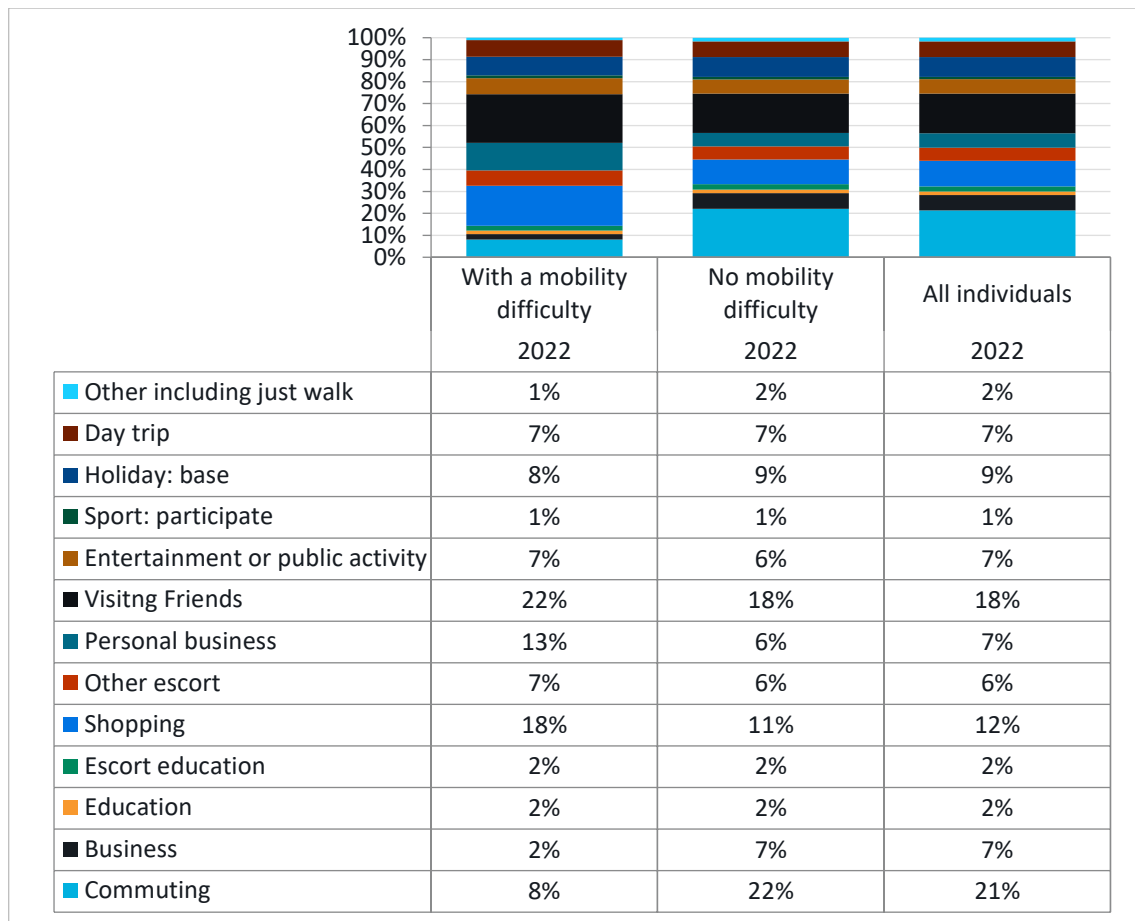
Figure 4.17: Average proportion of trips by mobility status and trip purpose in England



Source: NTS, 2022

4.21 Figure 4.18 shows the average distance travelled by mobility status and trip purpose. Out of a total of 3,183 recorded miles per person per day for those with a mobility difficulty, 22 per cent of these miles were for visiting friends, and 18 per cent was for shopping. This proportion of distances is higher than those with no mobility difficulty, where 18 per cent of all miles were for trips visiting friends, and 11 per cent for shopping.

**Figure 4.18: Average distance travelled by mobility status and journey purpose in England**

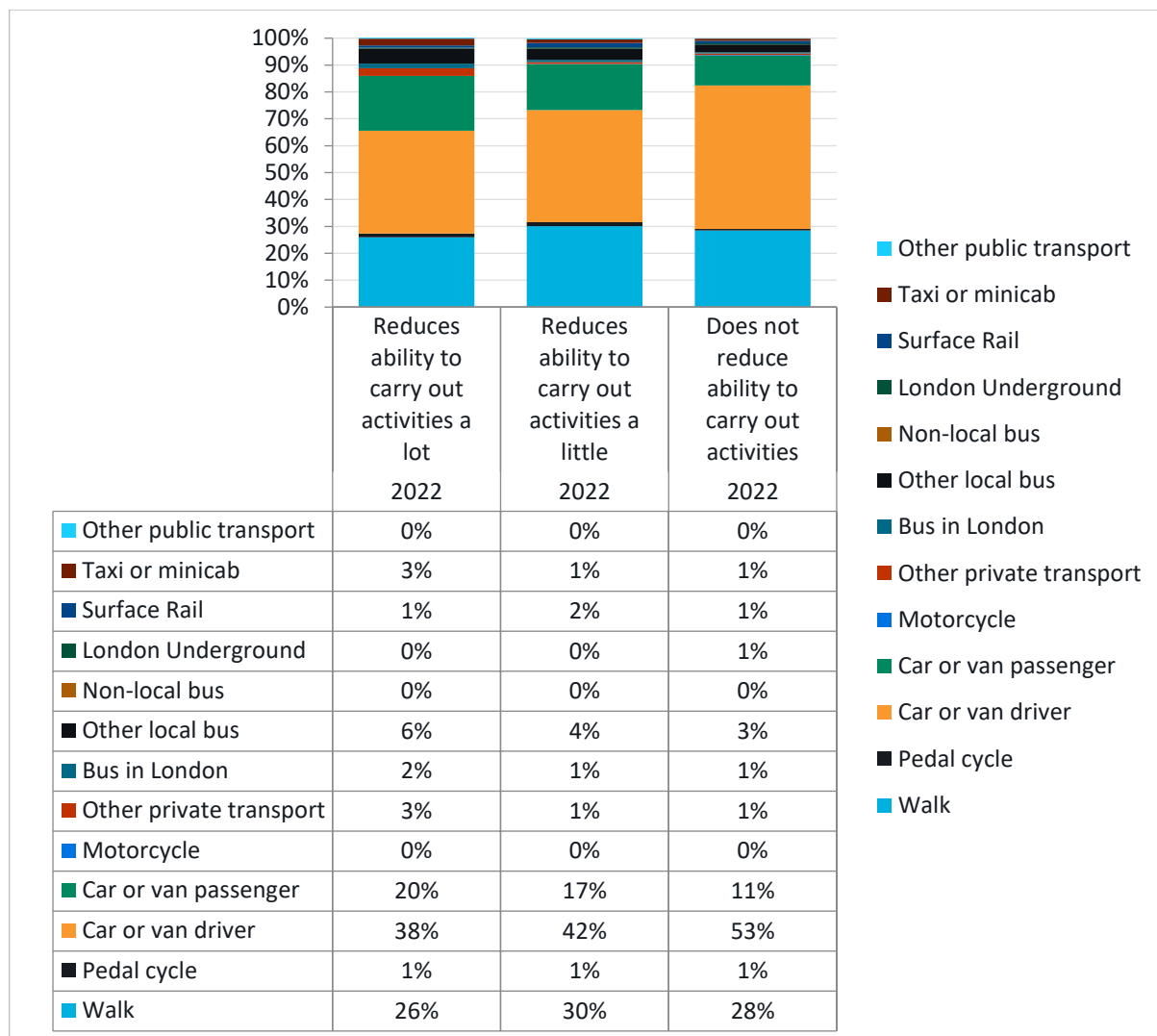


Source: NTS, 2022

4.22 Figure 4.19 shows the average number of trips per person per year by disability status and main mode of transport in England. The table shows all individuals with a disability or illness expected to last more than 12 months. Those with a disability which reduces ability to carry out activities a lot, 3 per cent of trips are taken using a taxi, compared to 1 per cent for those limited a little and not at all. Bus usage similarly accounts for a higher number of trips for those limited a lot rather than the two other categories. Trips using the car or van as a driver make up a significant proportion of trips: 38 per cent for those limited a lot, 42 per cent for those limited a little and 53 per cent for those not limited at all.

4.23 Figure 4.20 simply shows the average distance travelled by disability status and mode of transport in England. There are similar trends in the average distance travelled and the number of trips per person: the highest proportion of distance travelled is by car, both as a passenger and driver.

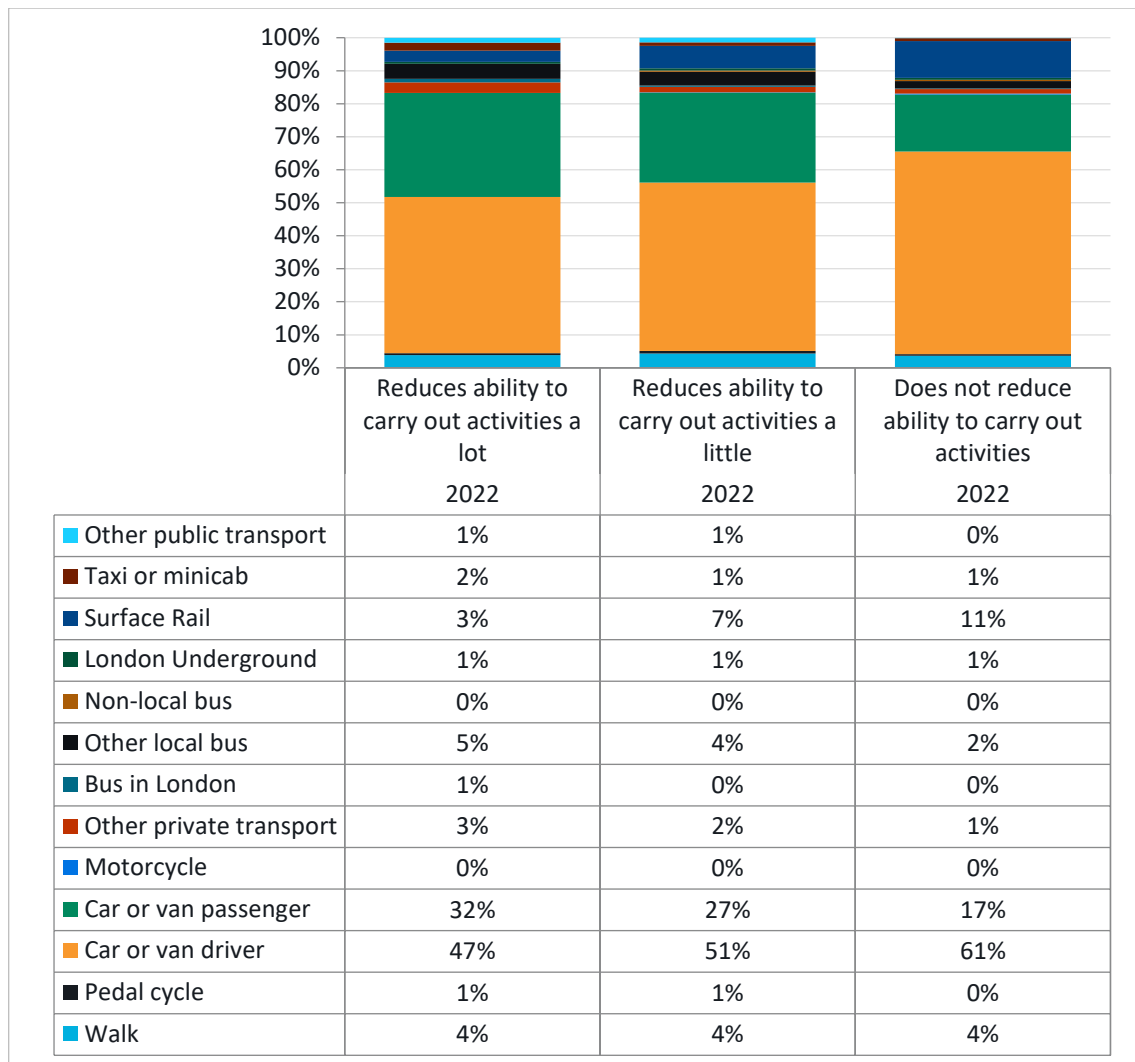
Figure 4.19: Average proportion of trips by disability status and main mode of transport in England



Source: NTS, 2022



**Figure 4.20: Average distance of trips by disability status and main mode of transport in England**



Source: NTS, 2022

## Pregnancy and maternity

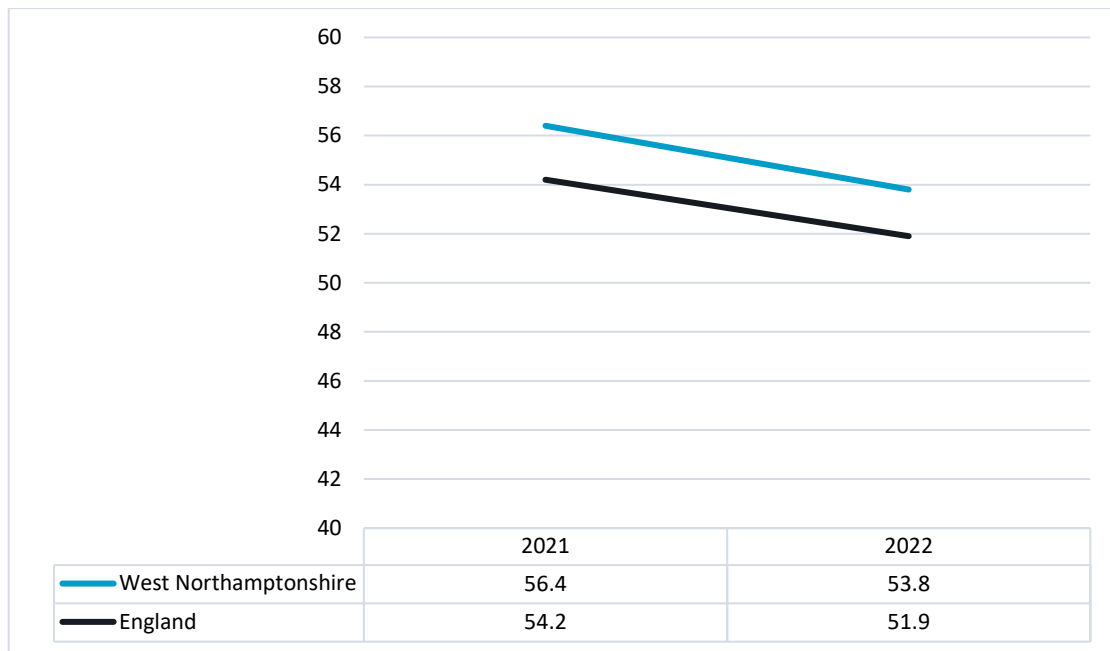
### Definition according to the Equality Act 2010

- 4.24 Pregnancy and maternity discrimination apply to people who are pregnant or expecting a baby and during the period after the birth.
- 4.25 As per the Equality Act 2010, pregnancy is the condition of being pregnant or expecting a baby, and maternity refers to the period after the birth, and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth.

### Baseline equalities data

- 4.26 Figure 4.21 displays the General Fertility rate (GFR) per 1,000 women in West Northamptonshire and England. In 2022, the GFR was 53.8 births per 1,000 women in West Northamptonshire, compared to 51.9 for England as a whole. Data since 2021 shows that the GFR is declining in West Northamptonshire and England as a whole. During this time, the GFR in West Northamptonshire has consistently remained above the England average.

**Figure 4.21: General Fertility Rate (GFR) in West Northamptonshire and England**



Source: OHID, based on Office for National Statistics data

## Gender reassignment

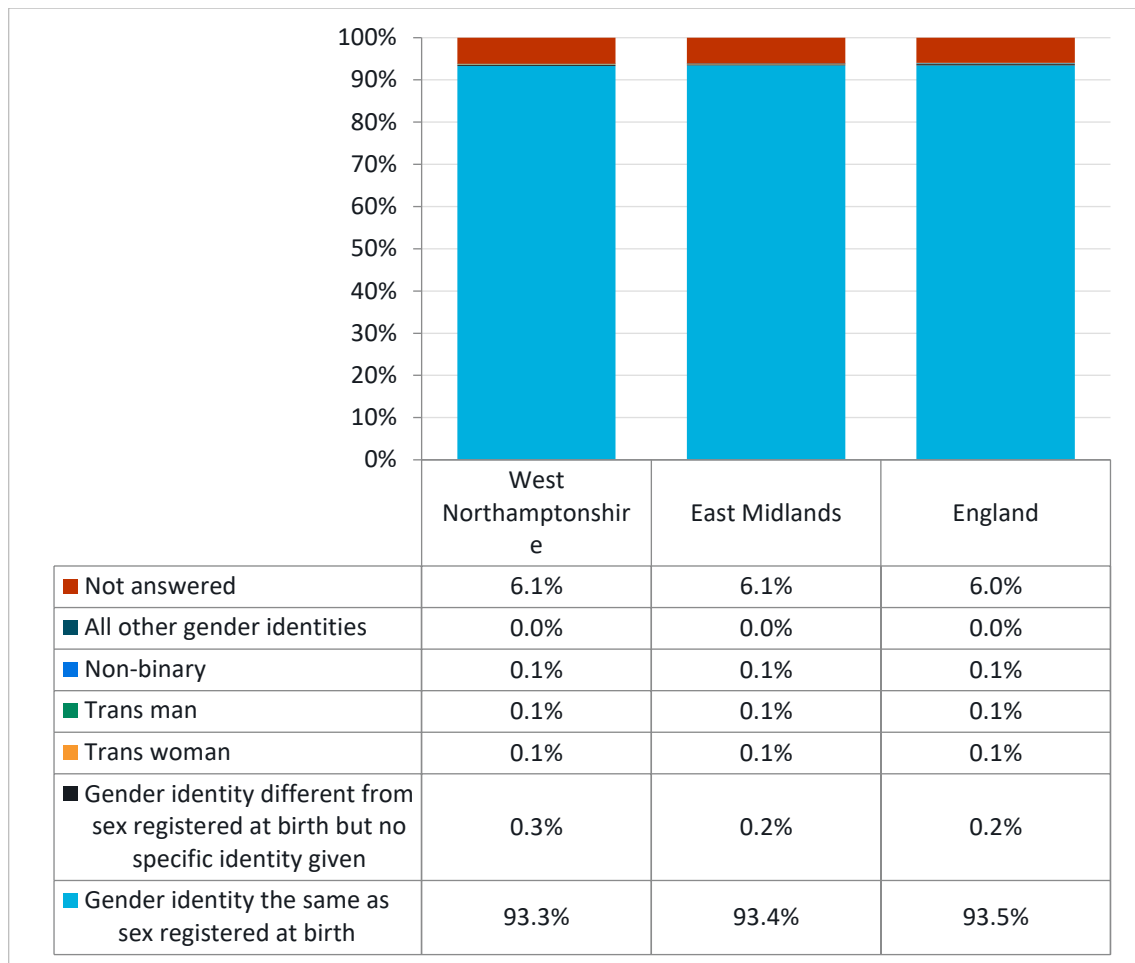
### Definition according to the Equality Act 2010

1. A person has the protected characteristics 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.
2. A reference to a transsexual person is a reference to a person who has the protected characteristics of gender reassignment.
3. In relation to the protected characteristics of gender reassignment –
  - a. A reference to a person who has a particular characteristic is a reference to a transsexual person.
  - b. A reference to persons who share a protected characteristic is a reference to transsexual persons.

### Baseline equalities data

- 4.27 Figure 4.22 presents Census 2021 data on population by gender identity. The percentage split in West Northamptonshire, the East Midlands and England is very similar. 0.3 per cent of the population of West Northamptonshire have a gender identity that is different from their sex registered at birth. This is slightly higher than England, which has a 0.2 per cent share. 0.1 per cent identify as ‘Trans man’ and 0.1 per cent identify as ‘Trans woman’ in each of West Northamptonshire, the East Midlands and England’s populations.

**Figure 4.22: Population by gender identity in West Northamptonshire, East Midlands and England**



Source: Census 2021

## Race

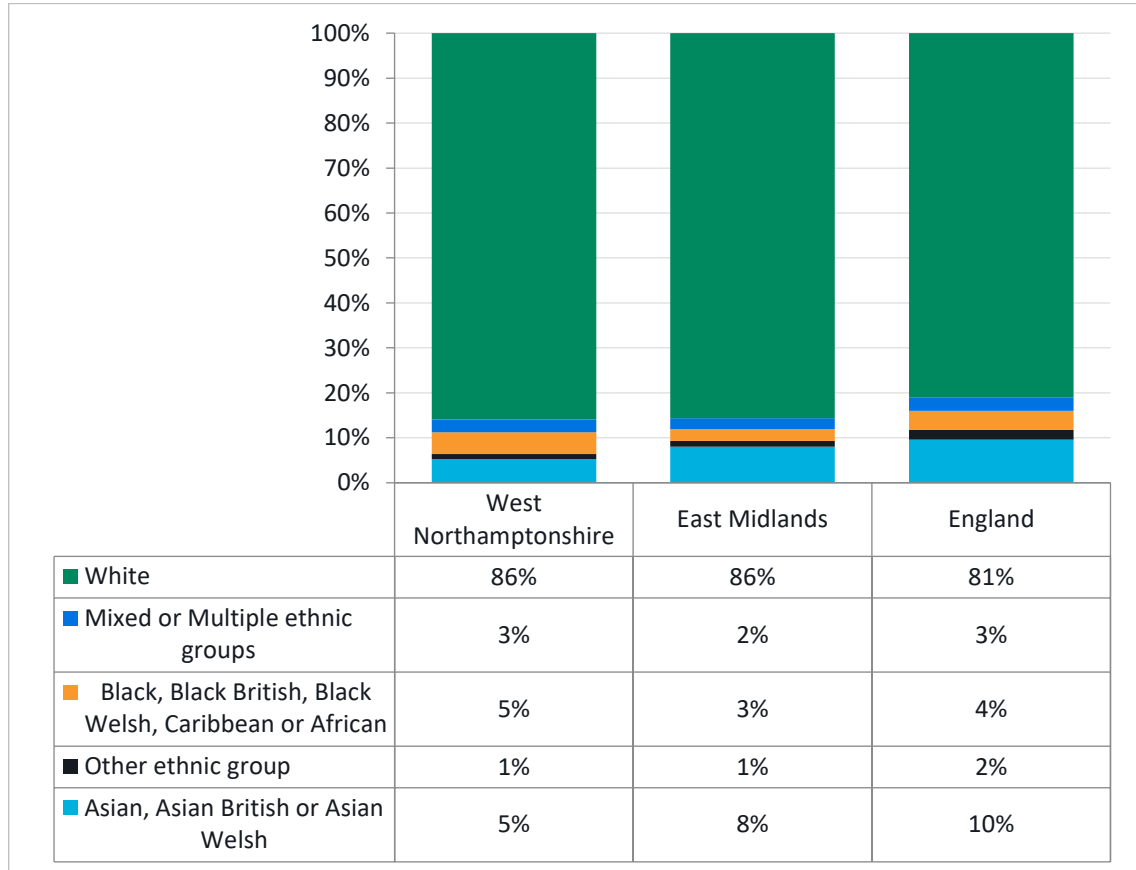
### Definition according to the Equality Act 2010

1. Race includes—
  - a. colour;
  - b. nationality;
  - c. ethnic or national origins.
2. In relation to the protected characteristic of race—
  - a. a reference to a person who has a particular protected characteristic is a reference to a person of a particular racial group;
  - b. a reference to persons who share a protected characteristic is a reference to persons of the same racial group.
3. A racial group is a group of persons defined by reference to race; and a reference to a person’s racial group is a reference to a racial group into which the person falls.
4. The fact that a racial group comprises two or more distinct racial groups does not prevent it from constituting a particular racial group.

**Baseline equalities data**

4.28 Figure 4.23 presents the population of West Northamptonshire, East Midlands and England as a whole, by ethnicity. Based on Census 2021 data, over 86 per cent of West Northamptonshire are white, with similar proportion to the overall picture in England. The second most common ethnicity is ‘Asian, Asian British, or Asian Welsh’ making up less 5 per cent, compared to that of the East of England which has an 8 per cent share.

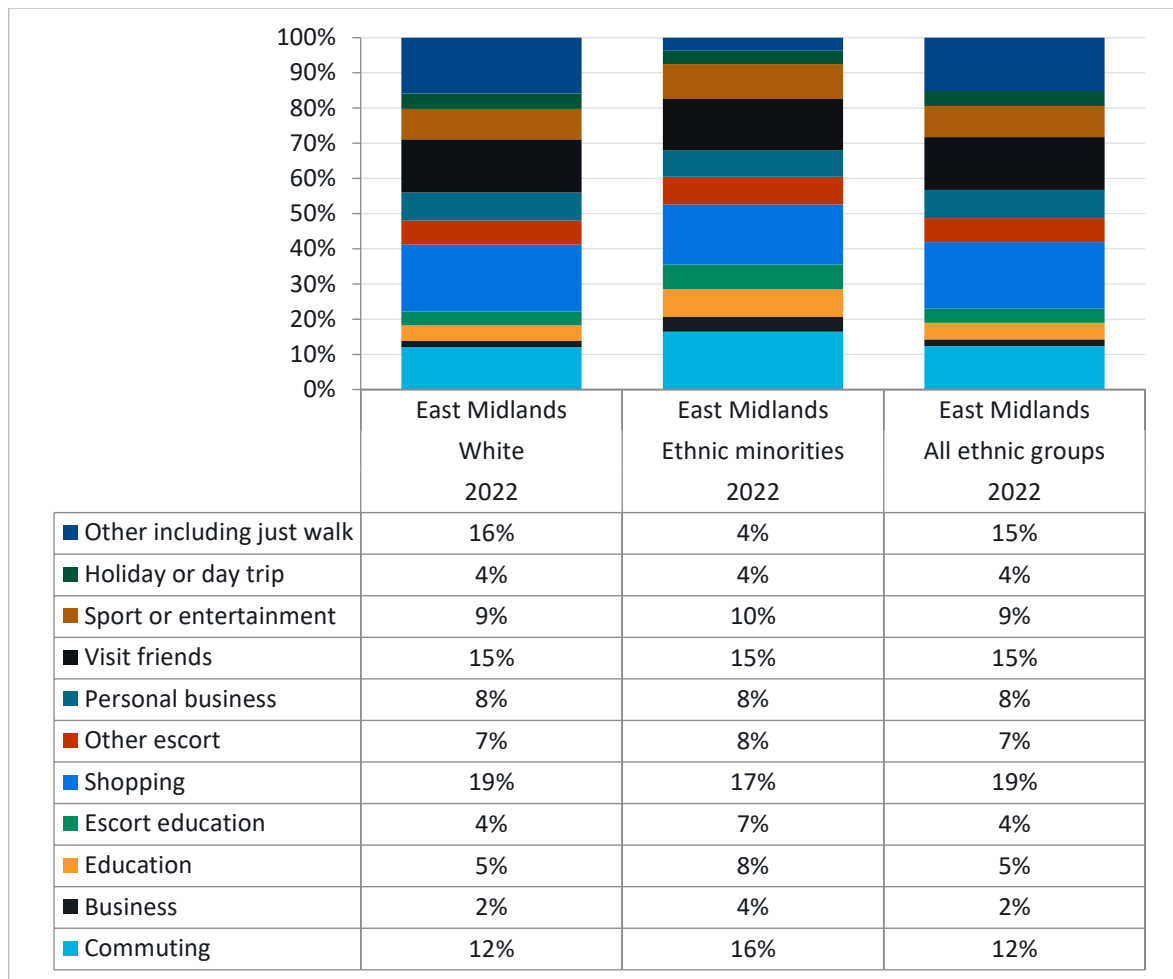
**Figure 4.23: Ethnicity in West Northamptonshire, East Midlands and England**



Source: Census 2021

4.29 Figure 4.24 shows the breakdown in proportion of trips taken by ethnic minorities in the East Midlands. Generally, the trip purpose breakdown between ‘White’ and ‘Ethnic minorities’ is broadly similar, however the greatest disparity between the tow is in the ‘Other including walk’ category which accounts for 16 per cent of trips for ‘white’ and only 4 per cent of trips for ethnic minorities.

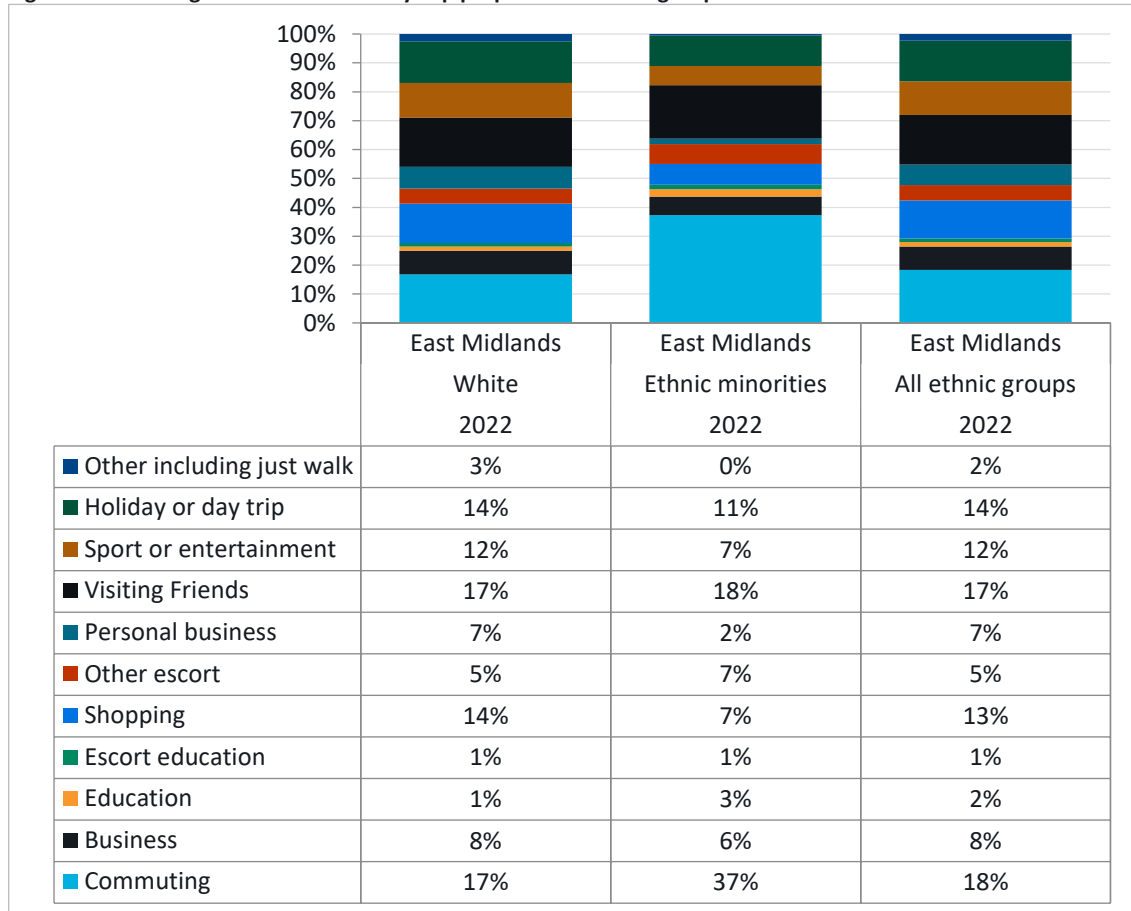
Figure 4.24: Average proportion of trips by trip purpose and ethnic group in East Midlands



Source: NTS 2022

4.30 Figure 4.25 shows a similar data set but instead looks at average distance travelled (in miles per person per year) by trip purpose and ethnic group in the East Midlands as a whole. The key areas of difference between ‘White’ and ‘Ethnic minorities’ in terms of distance travelled are the distances travelled for commuting and shopping. Whilst commuting accounts for 17 per cent of all distance travelled for ‘White’ ethnicities, it was 37 per cent of all distance for ethnic minorities. Shopping however accounted for 14 per cent of all distance travelled for ‘White’ ethnicities, and just 7 per cent for ‘Ethnic minorities’.

**Figure 4.25: Average distance in miles by trip purpose and ethnic group in East Midlands**



Source: NTS 2022

## Religion or belief

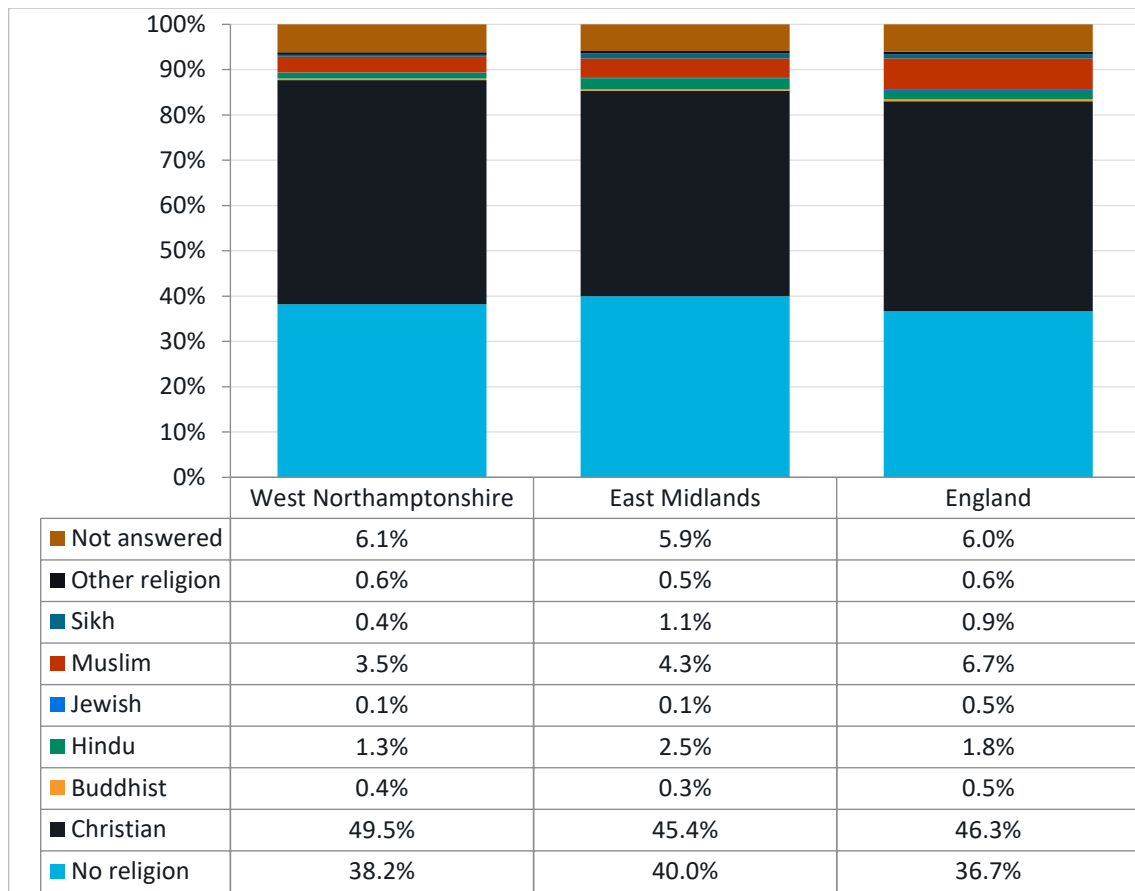
### Definition according to the Equality Act 2010

1. Religion means any religion and a reference to religion includes a reference to a lack of religion.
2. Belief means any religious or philosophical belief and a reference to belief includes a reference to a lack of belief.
3. In relation to the protected characteristic of religion or belief—
  - a. a reference to a person who has a particular protected characteristic is a reference to a person of a particular religion or belief;
  - b. a reference to persons who share a protected characteristic is a reference to persons who are of the same religion or belief.

### Baseline equalities data

- 4.31 Figure 4.26 presents Census 2021 data on religion and belief in West Northamptonshire, the East Midlands and England. Nearly half (49.5 per cent) of the population of West Northamptonshire identify as Christian, higher than the East Midlands-wide composition of 45.4 per cent. A further 3.5 per cent of the population in West Northamptonshire identify as Muslim, lower than the England-wide composition of 6.7 per cent. 1.3 per cent of the population of West Northamptonshire are Hindu.

**Figure 4.26: Religion/belief composition in West Northamptonshire, East Midlands and England**



Source: Census 2021

## Sex

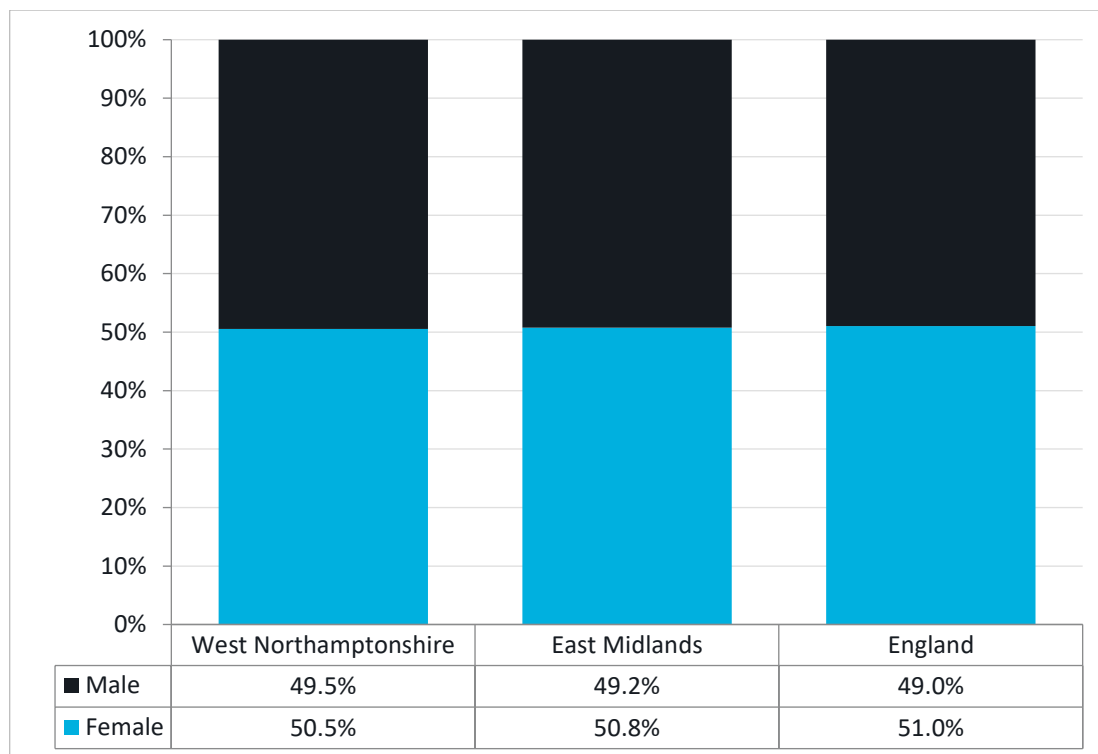
### Definition according to the Equality Act 2010

1. In relation to the protected characteristic of sex—
  - a. a reference to a person who has a particular protected characteristic is a reference to a man or to a woman;
  - b. a reference to persons who share a protected characteristic is a reference to persons of the same sex.

### Baseline equalities data

4.32 Figure 4.27 presents Census 2021 data on workday population by sex. The percentage split in West Northamptonshire is the very similar as that in the East Midlands and England as a whole, with slightly more residents identifying as female. West Northamptonshire has a slightly higher percentage identifying as male and a slightly lower percentage identifying as female, compared to England.

**Figure 4.27: Population breakdown by sex in West Northamptonshire, East Midlands and England**

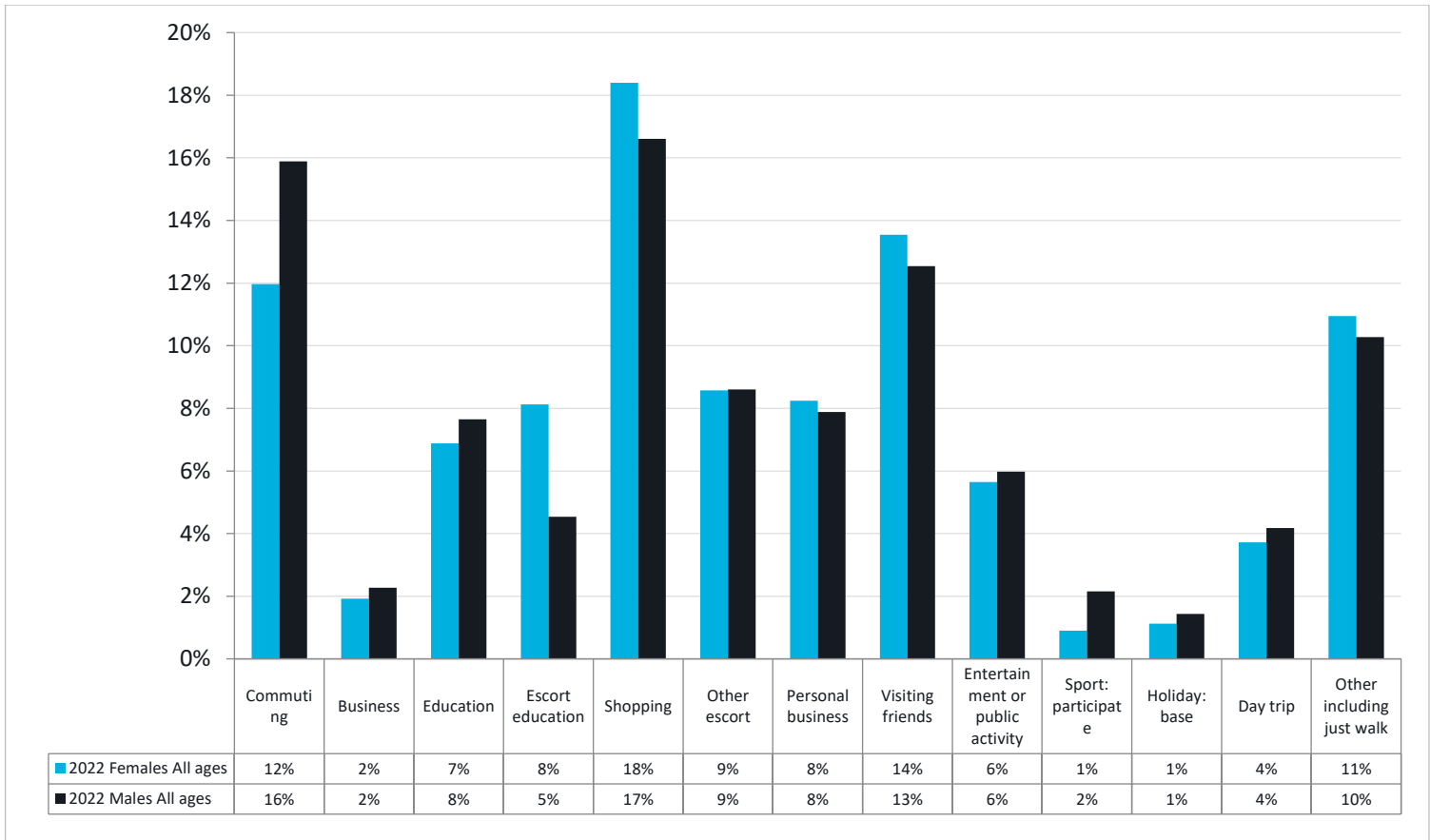


Source: Census 2021

4.33 Figure 4.28 shows the average trip purpose by sex. Shopping accounted for the highest proportion of trips for both men and women (35 per cent) and the highest proportion of trips taken by women (18 per cent). Commuting also accounted for a large proportion of trips for men (16 per cent) and women (12 per cent). The lowest proportion of recorded trip purpose was ‘Holiday’, accounting for only 1 per cent of men and women respectively.



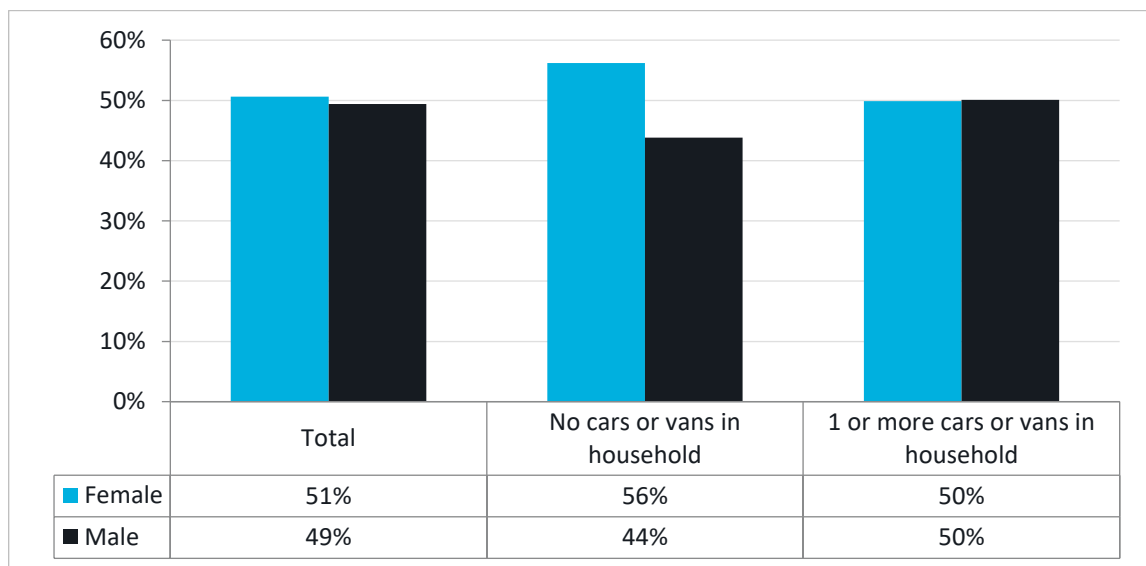
**Figure 4.28: Average trip purpose by Sex in England**



Source: 2022 NTS

4.34 Figure 4.29 shows the car or van availability in West Northamptonshire by sex. Whilst car or van availability is broadly the same across both males and females, there is the biggest difference with those with no cars or vans in a household: 56 per cent of females and 44 per cent of males.

**Figure 4.29: Sex by car or van availability in West Northamptonshire**



Source: Census 2021

## Sexual orientation

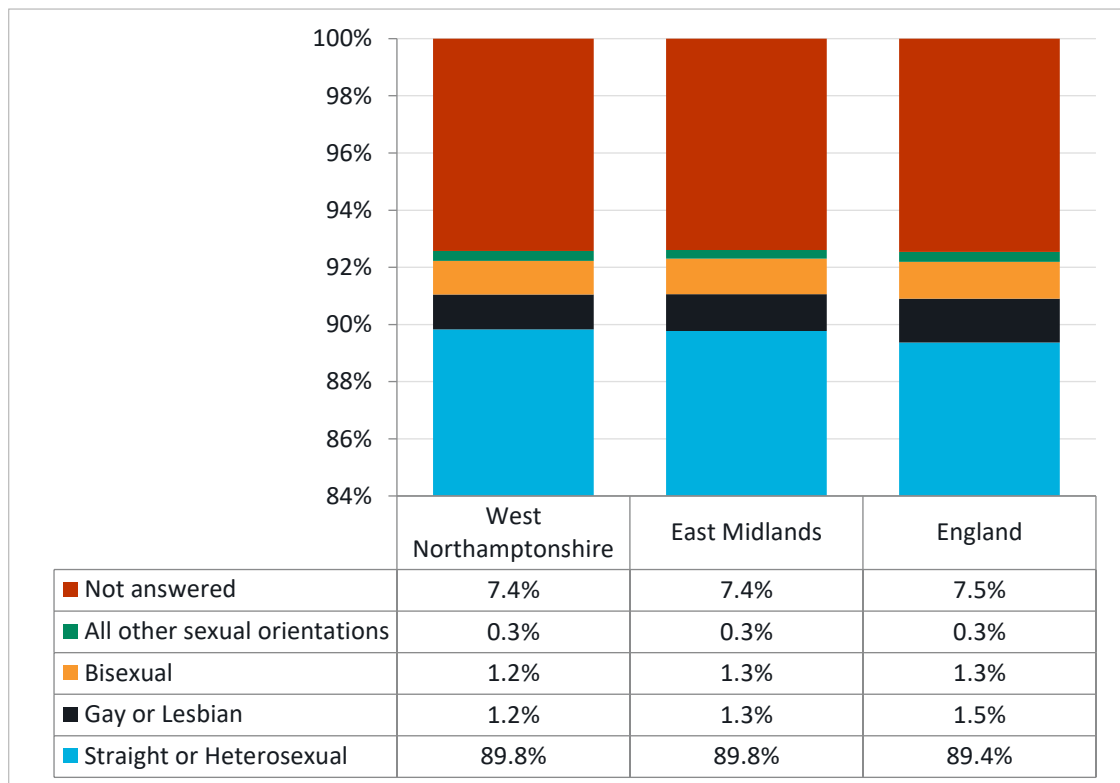
### Definition according to the Equality Act 2010

1. Sexual orientation means a person’s sexual orientation towards
  - a. Persons of the same sex
  - b. Persons of the opposite sex, or
  - c. Persons of either sex
2. In relation to the protected characteristics of sexual orientation
  - a. A reference to a person who has particular protected characteristic is a reference to a person who is of a particular sexual orientation
  - b. A reference to persons who share a protected characteristic is a reference to persons who are of the same sexual orientation.

### Baseline equalities data

4.35 Figure 4.30 presents Census 2021 data on population by sexual orientation. The majority of people in West Northamptonshire and East Midlands are ‘Straight or Heterosexual’ (89.8 per cent). 1.2 per cent of people in West Northamptonshire identify as ‘Bisexual’ and a further 1.2 per cent identify as ‘Gay or Lesbian’. This is lower than the England level, where 1.3 per cent identify as ‘Bisexual’ and 1.5 per cent identify as ‘Gay or Lesbian’.

**Figure 4.30: Population breakdown by sexual orientation in West Northamptonshire, East Midlands and England**



Source: Census 2021

## Socio-economic Deprivation

### Definition according to the WNC Anti-Poverty Strategy

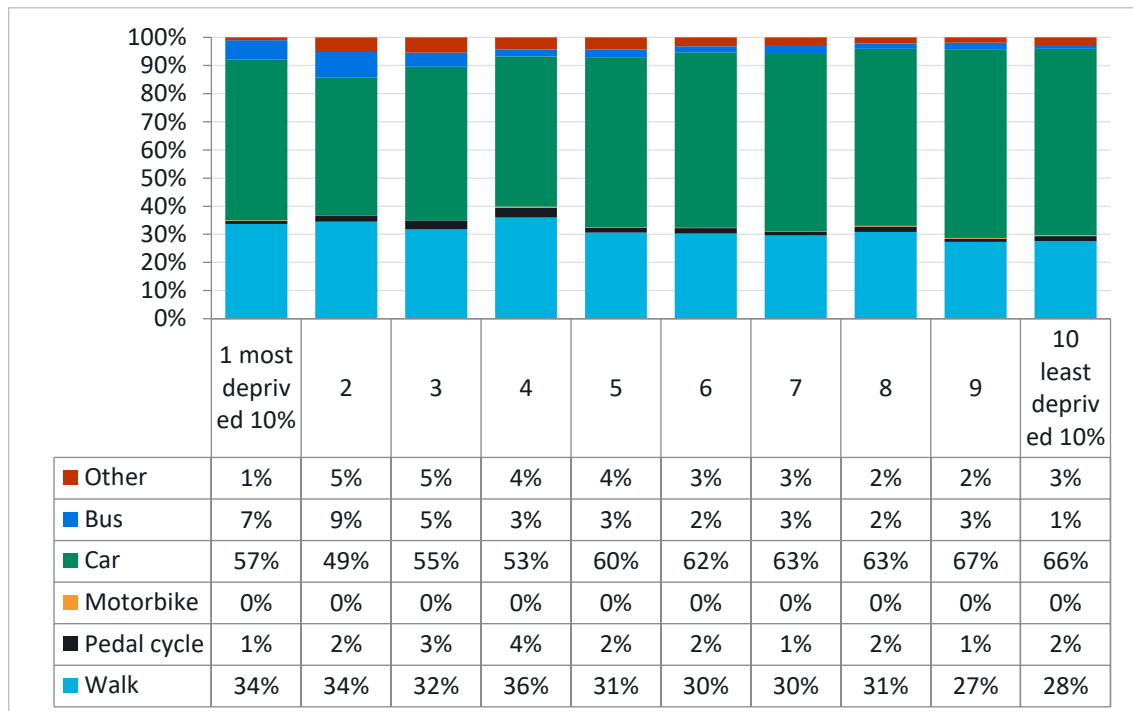
1. “Individuals, families and groups in the population can be said to be in poverty when they lack resources to obtain the type of diet, participate in the activities and have the living conditions and amenities which are customary, or at least widely encouraged approved, in the societies in which they belong” Child Poverty Action Group
2. “Poverty means not being able to heat your home, pay your rent, or purchase the essentials for your children. It means waking up every day facing insecurity, uncertainty, and impossible decisions about money” – The Joseph Rowntree Foundation
3. Living in poverty has also been defined as when a family has a total net income of less than 60 per cent of the median income for their family type, after housing costs.

### Baseline equalities data

4.36 Figure 4.31 shows the average number of trips taken by individuals in each IMD decile, by the main mode of transport they use. Those in the most deprived 20 per cent accounted for the largest number of trips taken by bus (7 per cent for 1<sup>st</sup> decile and 9 per cent for 2<sup>nd</sup> decile), compared to those in the least deprived decile who make just 1 per cent of journeys by bus.

4.37 The proportion of trips taken using the car decreases with increased deprivation, with the most deprived decile taking 57 per cent of trips by car, and the least deprived decile taking 66 per cent of trips by car.

Figure 4.31: Average number of trips by IMD decile and main mode in England



Source: NTS 2021

4.38 Figure 4.32 overleaf shows the distribution of IMD 2019 scores across the region. The most deprived areas are located in and around Northampton and Daventry, with rural areas generally being less deprived. According to the 2021 Census, 33 per cent of households in

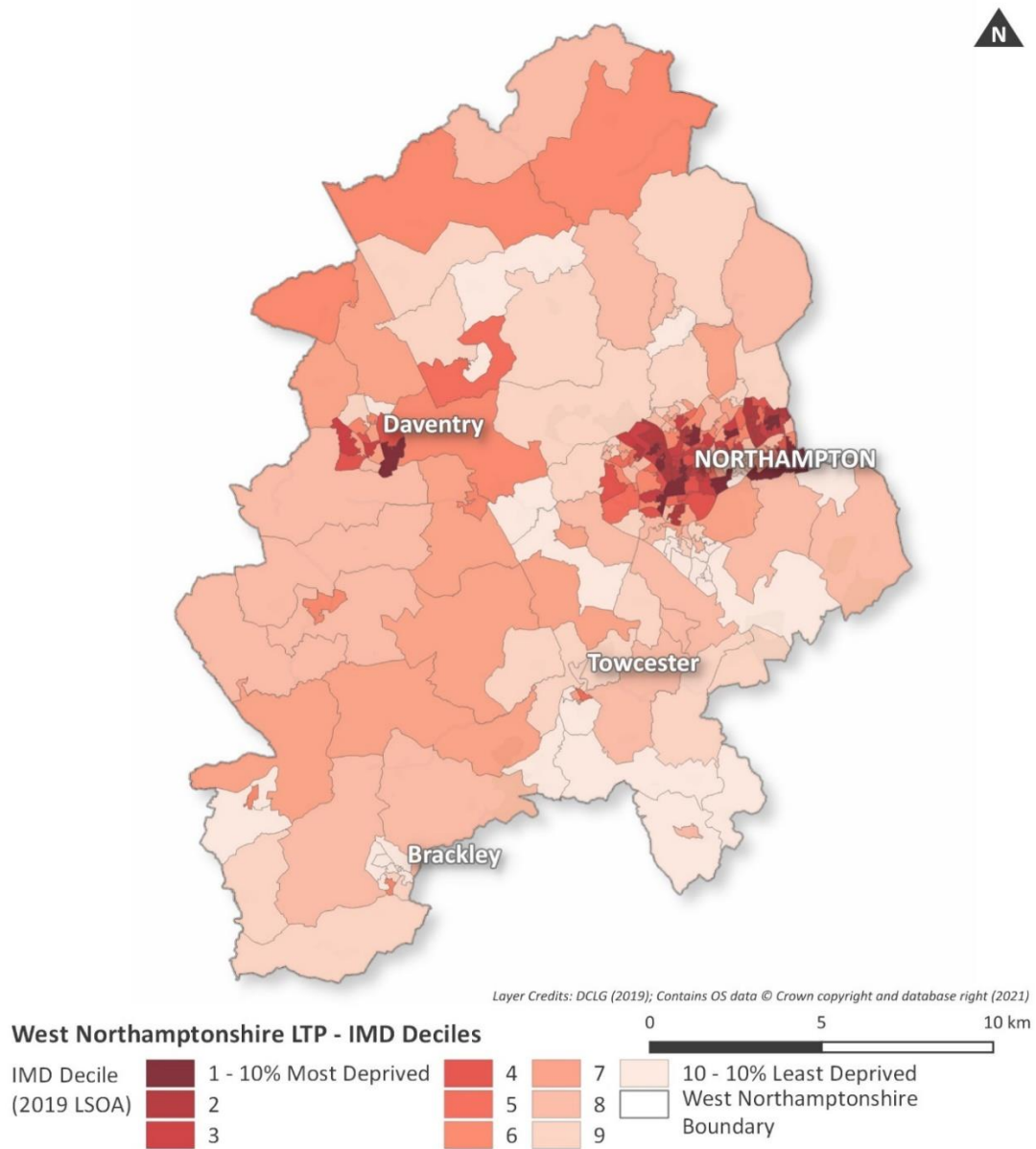
West Northamptonshire were classified as deprived in at least one dimension of deprivation, and 15 per cent in multiple dimensions (equivalent of 25,869 households).

4.39 Table 4.1 provides a breakdown of LSOA area in the most deprived decile on IMD.

**Table 4.1: LSOA areas ranked 1 on the IMD Decile**

Local Authority District name (2019)	IMD Rank	Index of Multiple Deprivation (IMD) Decile	LSOA Name
Northampton	185	1	Billing Aquadrome, Bellinge-Fieldmill Road
Northampton	1,139	1	Briar Hill-Ringway, Southwood Hill
Northampton	1,372	1	St James' End-St James Retail Park, Black Lion Hill, St Peter's Way, Drapery
Northampton	1,398	1	Kingsheath- Park Drive, West Oval
Northampton	1,520	1	Dallington Road, Merthyr Road
Northampton	1,803	1	Blackthorn Primary School
Northampton	2,238	1	Eastfield park, Grange Road
Daventry	2,375	1	Borough Hill, Trafalgar Way
Northampton	2,420	1	Marriot Street, St George's Street, Deal Street, Sheep Street
Northampton	2,765	1	St Andrews Hospital, Rushmere Road
Northampton	2,963	1	Auckland Close, Kingsland Avenue, Whilton Road
Northampton	3,065	1	Ecton Brook Road, Pennycress Place
Northampton	3,246	1	Goldings/ Overstone Lodge/ Blackthorn

Figure 4.32: Map of West Northamptonshire by IMD National Decile



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Source: Indices of Multiple Deprivation

## 5 Impact Assessment

5.1 Table 5.1 summarises the protected characteristics that are expected to be disproportionately impacted for each of the six Expected Outcomes.

5.2 For some outcomes, only potential positive impacts were identified, while for others, both positive and negative impacts were identified. These are assessed in further detail in this chapter.

**Table 5.1: Protected characteristics impacted**

Theme	Expected Outcomes	Protected characteristics impacted
Connecting People Better	<p><b>Outcome 1:</b> Alternative modes such as public transport, cycling and walking will be available and accessible for more people in the region, and will be more effective at connecting people to key services and destinations. Access to these networks and services will be as fair as possible for all groups of people.</p> <p><b>Outcome 2:</b> Investment into rural towns and villages will make them more attractive places to live and visit. This will enable them to thrive both economically and socially. Transport access to these areas will be strengthened and made more reliable and resilient, giving people more confidence to use it.</p>	<ul style="list-style-type: none"> <li>• Age</li> <li>• Disability</li> <li>• Pregnancy and maternity</li> <li>• Gender reassignment</li> <li>• Sex</li> <li>• Sexual orientation</li> <li>• Socio-economic deprivation</li> </ul>
Shaping Healthier Places	<p><b>Outcome 3:</b> Residents and visitors will be encouraged to lead healthier lifestyles as active travel networks expand and become more useful in connecting them to key destinations. Lower air and noise pollution will likewise facilitate overall physical and mental wellbeing, while improvements to road safety will result in fewer casualties.</p> <p><b>Outcome 4:</b> More low- or zero-carbon vehicles (private, goods and public transport) in operation will reduce carbon emissions from transport and ameliorate impacts on the natural environment. New and forthcoming transport schemes will be designed with enhancement to the local environment in mind, while local heritage assets will be preserved.</p>	<ul style="list-style-type: none"> <li>• Age</li> <li>• Disability</li> <li>• Pregnancy and maternity</li> <li>• Sex</li> </ul>

Theme	Expected Outcomes	Protected characteristics impacted
Mobility Enabling Prosperity	<p><b>Outcome 5:</b> Accessibility and benefits of transport will be felt in areas of low as well as high deprivation. Poorly connected and/or deprived areas will receive new or improved links to enable access to more education and employment opportunities, as well as to key services. A workforce that is more connected to the job market will enable economic growth to take place.</p> <p><b>Outcome 6:</b> Greater use of digital technologies and systems will enable more convenient and frictionless journeys, while innovations will be leveraged within local transport to help achieve goals outlined in Outcomes 1 to 5 where applicable.</p>	<ul style="list-style-type: none"> <li>• Age</li> <li>• Disability</li> <li>• Socio-economic deprivation</li> </ul>

## 1. Connecting People Better

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5.3 The expected outcomes for objectives under the theme of Connecting People Better are as follows:

- Alternative modes such as public transport, cycling and walking will be available and accessible for more people in the region, and will be more effective at connecting people to key services and destinations. Access to these networks and services will be as fair as possible for all groups of people.
- Investment into rural towns and villages will make them more attractive places to live and visit. This will enable them to thrive both economically and socially. Transport access to these areas will be strengthened and made more reliable and resilient, giving people more confidence to use it.

### Protected characteristics likely to be impacted

- Age
- Disability
- Pregnancy and maternity
- Gender reassignment
- Sex
- Sexual orientation
- Socio-economic deprivation (additional characteristic not protected under the Equality Act 2010)

## Summary of potential impacts

### Age

- 5.4 Across England, those under 17 are most likely to walk and cycle (mode share of 47 per cent) and joint least likely to use private vehicles with the 17–20-year-old age group (mode share of 46 per cent). In West Northamptonshire, younger workers aged between 16 and 24 are most likely to walk to work (7 per cent mode share) and are joint most likely to use the bus with those aged 25 to 34 years old. As such, improvements to the quality, accessibility and distribution of active travel infrastructure and improvements to bus services are likely to disproportionately benefit young people. This means that young people are likely to benefit from the delivery of LCWIP interventions in key town centres, new active travel links and other similar interventions put forward in the LTP.
- 5.5 In late 2021, unemployment in the East Midlands for all age groups stood at 4 per cent, however this increased to 14 per cent among young people<sup>2</sup>. A similar trend was observed across all regions of the United Kingdom. Consequently, interventions designed to improve connectivity and access to jobs are likely to disproportionately benefit younger people looking for employment opportunities.
- 5.6 Older people are more likely to experience health issues due to ageing and are therefore likely to disproportionately benefit from measures designed to improve transport connectivity, especially to key services such as hospitals and GP surgeries. Findings from Age UK showed that more than 1.4 million over 65s in England stated that they find it difficult to travel to hospital, and over 600,000 said they find it difficult to travel to their GP surgery<sup>3</sup>. Simultaneously, the most common criticism of public transport by this group has been that it is not convenient and does not connect to where people need to go<sup>3</sup>. Likewise, those aged 60 and over are more likely to go shopping than other age groups, with this making up 29 per cent of trips by trip purpose across England. This means they are likely to disproportionately benefit from strengthened public transport links towards town centres and other commercial areas.
- 5.7 Both young and old age groups are disproportionately vulnerable to poor air quality and pollution. For older people, exposure to high levels of air pollution can lead to a range of long-term health problems, while children may suffer from reduced lung development. Measures to incentivise and deliver more active and sustainable travel across the region are likely to disproportionately benefit these age groups, as any modal shift away from the private car and internal combustion engine (ICE) vehicles more broadly will reduce transport emissions and consequently lead to better air quality. This includes interventions to provide better and wider public transport services by bus and rail, connecting West Northamptonshire itself, as well as strengthening links to other regions. These are likely to make new public transport journeys viable when previously they were only feasible or convenient using private vehicles.

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<sup>2</sup> <https://www.pwc.co.uk/economic-services/YWI/youth-employment-index-2022.pdf>

<sup>3</sup> [https://www.ageuk.org.uk/globalassets/age-uk/documents/reports-and-publications/reports-and-briefings/active-communities/rb\\_june15\\_the\\_future\\_of\\_transport\\_in\\_an\\_ageing\\_society.pdf](https://www.ageuk.org.uk/globalassets/age-uk/documents/reports-and-publications/reports-and-briefings/active-communities/rb_june15_the_future_of_transport_in_an_ageing_society.pdf)



### *Disability*

- 5.8 Of those households in West Northamptonshire with no access to a car or van, more are likely to have residents that are disabled (29 per cent) than of those households with access to 1 or more car or van (12 per cent). This means that there is a significant portion of disabled people rely on public transport and other alternative modes to travel. Disabled people who have mobility impairments will disproportionately benefit from measures to improve and extend the public transport network and service quality, as well as measures to create more accessible public transport facilities and services, for example the intervention to deliver accessibility improvements at Long Buckby station. Measures to better integrate modes of transport and improve interchanges will likewise disproportionately benefit those with reduced mobility, as they will reduce the effort and movement required to change between services.
- 5.9 According to the National Travel survey (2022), those with mobility difficulties undertake shopping during a higher proportion of trips (29 per cent) compared to those with no mobility difficulty (20 per cent). This means they are likely to disproportionately benefit from strengthened public transport links towards town centres and other commercial areas.
- 5.10 Disabled people reporting stamina and breathing impairments are likely to be disproportionately vulnerable to poor air quality. Measures to incentivise and deliver more active and sustainable travel across the region are likely to disproportionately benefit these age groups, as any modal shift away from the private cars and internal combustion engine (ICE) vehicles more broadly will reduce transport emissions and consequently lead to better air quality.

### *Pregnancy and maternity*

- 5.11 Pregnant women are likely to disproportionately benefit from measures to incentivise and deliver more sustainable travel across the region, as any modal shift away from private vehicles and internal combustion vehicles more broadly will reduce transport emissions and consequently lead to better air quality.
- 5.12 Polluted air is harmful for babies in the womb and can cause premature birth or low birth weight – both factors are associated with higher infant mortality. Furthermore, new-born babies, babies in prams and children are more vulnerable to breathing in polluted air than adults due to their airways being in development.

### *Sex*

- 5.13 Females make up 56 per cent of those living in West Northamptonshire households with no access to a car or van, compared to 44 per cent of males. This means that interventions to improve the quality, accessibility and coverage of active travel and public transport services are likely to disproportionately benefit females who do not have access to a private vehicle and rely on these alternative modes.
- 5.14 Females are reported to be 10 per cent more likely to feel unsafe using public transport than males<sup>4</sup>. Any measures to improve personal safety that are included in the delivery of new or upgraded public transport and active travel infrastructure, such as improvements to lighting and CCTV, are likely to disproportionately benefit females.

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<sup>4</sup> <https://rss.onlinelibrary.wiley.com/doi/abs/10.1111/rssa.12558>

*Sexual orientation and gender reassignment*

- 5.15 Research from Transport for London shows that those who identify at LGBTQIA+ are significantly more likely than those who identify as heterosexual to have experienced unwanted sexual behaviour while using public transport, and that overall fears about abuse and/or intimidation can have a greater effect on the travel behaviours of those who identify as LGBTQIA+.
- 5.16 Measures to improve personal safety that are included in the delivery of new or upgraded public transport and active travel infrastructure - such as improvements to lighting and CCTV - are likely to disproportionately benefit females.

*Socio-economic deprivation*

- 5.17 Deprivation in West Northamptonshire is concentrated around Northampton itself, as well as Daventry according to the Index of Multiple Deprivation (2019). Interventions improving connectivity in Northampton and between Northampton and other towns, especially where accessibility to key services, jobs and education is improved, is likely to disproportionately benefit those living in more deprived households.

**Suggested actions to be taken**

**Targeted engagement:** Ensure that targeted engagement is undertaken with local residents and particularly with older and younger age groups, disabled people and pregnant women before delivery of active travel and public transport improvement schemes. Consultation about the delivery of these schemes will enable the Council to maximise their benefits and deliver schemes that better meet the needs of local people.

**Monitoring and evaluation:** Ensure that robust monitoring and evaluation plans are developed for all proposed interventions to assess their impact on travel, as well as any impacts specific to protected characteristic groups. This will provide valuable information for further evolving these interventions to make sure benefits are maximised.

**Funding for behavioural change:** Supporting lower income households to adopt more active and sustainable ways of travelling will allow them to feel the full benefits of measures to improve active travel infrastructure that are put forward in the LTP. It is recommended that a bicycle purchase subsidy scheme is set up for lower income households. Improved bicycle access will likewise improve accessibility to key services and opportunities for these households, yielding additional economic benefits.

## 2. Shaping Healthier Places

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5.18 The expected outcomes for objectives under the theme of Shaping Healthier Places are as follows:

- Residents and visitors will be encouraged to lead healthier lifestyles as active travel networks expand and become more useful in connecting them to key destinations. Lower air and noise pollution will likewise facilitate overall physical and mental wellbeing, while improvements to road safety will result in fewer casualties.
- More low- or zero-carbon vehicles (private, goods and public transport) in operation will reduce carbon emissions from transport and ameliorate impacts on the natural environment. New and forthcoming transport schemes will be designed with enhancement to the local environment in mind, while local heritage assets will be preserved.

### Protected characteristics likely to be impacted

- Age
- Disability
- Pregnancy and maternity
- Sex

### Summary of potential impacts

#### *Age and Disability*

5.19 Older people are more likely to be reliant on private vehicles as a result of reduced mobility due to ageing. Across England, 58 per cent of those aged 70 and over use a private vehicle, compared to 54 per cent as an average for all age groups. In the National Travel Survey (2022), 49 per cent of those who said they have a mobility impairment were aged 70 or over, with a further 28 per cent aged 60 to 69. Similarly, disabled people are more likely to use private vehicles than other modes for their usual journeys, with 58 per cent of trips by those whose ability to carry out activities is 'limited a lot', taken as a driver or passenger in a car or van (Census 2021).

5.20 Interventions to provide new relief or by-pass roads put forward by the LTP could disproportionately benefit older people as private vehicle users due to reduced congestion and journey times, but only if demand is managed appropriately. Research commissioned by the DfT showed that increases in road capacity and can lead to induced demand on the road network, stating that induced demand "needs to be properly accounted for in appraisal of capacity improvements to the Strategic Road Network"<sup>5</sup>. If new road schemes attract more private vehicle journeys to the network, this may ultimately lead to increased congestion and journey times, which would in turn have disproportionate negative impacts on older people. More vehicle journeys are likewise likely to result in worsening air quality, with disproportionate negative impacts on both younger and older people.

5.21 Both young and old age groups are disproportionately vulnerable to poor air quality. For older people, exposure to high levels of air pollution can lead to a range of long-term health problems, while children may suffer from reduced lung development. Interventions to

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<sup>5</sup> <https://assets.publishing.service.gov.uk/media/5c0e5848e5274a0bf3cbe124/latest-evidence-on-induced-travel-demand-an-evidence-review.pdf>

facilitate decarbonisation of existing private vehicles and other fleets will help reduce transport related carbon emissions and in turn are likely to improve air quality. Such beneficial measures will include the electric bus fleet infrastructure expansion and Electric Vehicle Assistance Programme, both designed to reduce the use of pollution vehicles on the roads of West Northamptonshire. Moreover, where traffic calming measures in towns lead to reduce motor vehicle volumes on urban roads, these groups are likely to disproportionately benefit due to the likely reduction in air pollution.

#### *Pregnancy and maternity*

- 5.22 Interventions to facilitate decarbonisation of existing private vehicles and other fleets are likely to disproportionately benefit pregnant women. Polluted air is harmful for babies in the womb and can cause premature birth or low birth weight – both factors are associated with higher infant mortality. Furthermore, new-born babies, babies in prams and children are more vulnerable to breathing in polluted air than adults due to their airways being in development.
- 5.23 Pregnant women are also likely to disproportionately benefit from road safety and traffic calming measures, including reductions in motor traffic speeds and motor traffic volumes. Lower motor traffic volumes is likely to reduce conflict between different road users overall and will make it easier for people crossing the road to find a gap in traffic. This is likely to disproportionately benefit pregnant women who may have reduced mobility due to their condition.

#### *Sex*

- 5.24 Females make up 56 per cent of those living in West Northamptonshire households with no access to a car or van, compared to 44 per cent of males. This means that interventions to improve or deliver new active travel schemes are likely to disproportionately benefit females who do not have access to a private vehicle and rely on alternative modes.

#### **Suggested actions to be taken**

**Targeted engagement:** Ensure that targeted engagement is undertaken with local residents and particularly with older and younger age groups, disabled people and pregnant women before delivery of new road schemes and traffic calming schemes. This will enable the Council to capture the views and feedback of these groups and assess the likely overall positive and negatives impacts and draw up mitigation measures if necessary.

**Monitoring and evaluation:** Ensure that robust monitoring and evaluation plans are developed for any new road schemes and traffic calming schemes. This will allow the Council to establish any knock-on impacts of these schemes on traffic, as well as to travel by other modes. This will provide valuable data for further evolving these schemes over time.

### 3. Mobility Enabling Prosperity

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5.25 The expected outcomes for objectives under the theme of Mobility Enabling Prosperity are as follows:

- Accessibility and benefits of transport will be felt in areas of low as well as high deprivation. Poorly connected and/or deprived areas will receive new or improved links to enable access to more education and employment opportunities, as well as to key services. A workforce that is more connected to the job market will enable economic growth to take place.
- Greater use of digital technologies and systems will enable more convenient and frictionless journeys, while innovations will be leveraged within local transport to help achieve other goals set out in the LTP.

#### Protected characteristics likely to be impacted

- Age
- Disability
- Socio-economic deprivation (additional characteristic not protected under the Equality Act 2010)

#### Summary of potential impacts

##### *Age and Disability*

5.26 Older people are more likely to experience reduced mobility due to ageing, as well as other physical and/or mental disabilities that can inhibit ability to use public transport and or engage in active travel. Research by the UK charity ETC underscores the value and importance of community transport in catering to this group, particularly in rural areas. Consequently, the intervention to deliver a Demand Report and Community Transport Assistance Programme is likely to disproportionately benefit older people and disabled people.

5.27 As with other interventions to improve active travel connectivity and integration with other modes, interventions to create strategic mobility hubs in key locations across West Northamptonshire are likely to disproportionately benefit younger people who are more likely to walk and cycle than older age groups (47 per cent of under 17s) and more likely to take public transport than other age groups (20 per cent of those aged 17 to 20).

##### *Socio-economic deprivation*

5.28 The intervention to reduce local bus fares is likely to disproportionately benefit those in more deprived households, as it would help to overcome potential financial barriers to mobility in and between communities, facilitating cheaper and/or more frequent access to key services, employment and educational opportunities.

#### Suggested action(s) to be taken

**Monitoring and evaluation:** Ensure that robust monitoring and evaluation plans are developed for all proposed interventions to assess their impact on travel, as well as any impacts specific to protected characteristic groups. This will provide valuable information for further evolving these interventions to make sure benefits are maximised.

## 6 Action Plan

- 6.1 Table 6.1 overleaf presents an action plan for each of the suggested actions identified within this EqIA.
- 6.2 For each action, an action owner has been identified who will be responsible for ensuring that the action is progressed. Furthermore, timescales are outlined to assist with monitoring of this document.

Table 6.1: Action Plan

Theme	Protected characteristic impacted	Action required / comments	Action owner	Timescale
Connecting People Better	<ul style="list-style-type: none"> <li>• Age</li> <li>• Disability</li> <li>• Pregnancy and maternity</li> <li>• Gender reassignment</li> <li>• Sex</li> <li>• Sexual orientation</li> <li>• Socio-economic deprivation</li> </ul>	<p><b>Targeted engagement:</b> Ensure that targeted engagement is undertaken with local residents and particularly with older and younger age groups, disabled people and pregnant women before delivery of active travel and public transport improvement schemes. Consultation about the delivery of these schemes will enable the Council to maximise their benefits and deliver schemes that better meet the needs of local people.</p> <p><b>Monitoring and evaluation:</b> Ensure that robust monitoring and evaluation plans are developed for all proposed interventions to assess their impact on travel, as well as any impacts specific to protected characteristic groups. This will provide valuable information for further evolving these interventions to make sure benefits are maximised.</p> <p><b>Funding for behavioural change:</b> Supporting lower income households to adopt more active and sustainable ways of travelling will allow them to feel the full benefits of measures to improve active travel infrastructure that are put forward in the LTP. It is recommended that a bicycle purchase subsidy scheme is set up for lower income households. Improved bicycle access will likewise improve accessibility to key services and opportunities for these households, yielding additional economic benefits.</p>	West Northamptonshire Council	

Theme	Protected characteristic impacted	Action required / comments	Action owner	Timescale
Shaping Healthier Places	<ul style="list-style-type: none"> <li>• Age</li> <li>• Disability</li> <li>• Pregnancy and maternity</li> <li>• Sex</li> </ul>	<p><b>Targeted engagement:</b> Ensure that targeted engagement is undertaken with local residents and particularly with older and younger age groups, disabled people and pregnant women before delivery of new road schemes and traffic calming schemes. This will enable the Council to capture the views and feedback of these groups and assess the likely overall positive and negatives impacts and draw up mitigation measures if necessary.</p> <p><b>Monitoring and evaluation:</b> Ensure that robust monitoring and evaluation plans are developed for any new road schemes and traffic calming schemes. This will allow the Council to establish any knock-on impacts of these schemes on traffic, as well as to travel by other modes. This will provide valuable data for further evolving these schemes over time.</p>	West Northamptonshire Council	
Mobility Enabling Prosperity	<ul style="list-style-type: none"> <li>• Age</li> <li>• Disability</li> <li>• Socio-economic deprivation</li> </ul>	<p><b>Monitoring and evaluation:</b> Ensure that robust monitoring and evaluation plans are developed for all proposed interventions to assess their impact on travel, as well as any impacts specific to protected characteristic groups. This will provide valuable information for further evolving these interventions to make sure benefits are maximised.</p>	West Northamptonshire Council	







