

Oxford Flood Alleviation Scheme: Equality Impact Assessment

Introduction

Aim	<p>The aim of this full equality impact assessment (EqIA) and analysis is to examine how we can avoid or remove any disproportionate impact of the Oxford Flood Alleviation Scheme (“the Scheme”) on people who live, work and study in Oxford, and who have characteristics which are protected under the Equality Act 2010.</p> <p>This analysis demonstrates how we have sought to identify and assess the impacts of the Scheme on those with protected characteristics, as well as maximise equality opportunities and foster good relations with protected groups in the local area. This is in accordance with our public sector equality duty under section 149 of the Equality Act 2010.</p>
Context	<p>As an evidence based organisation we have sought an evidence based approach to ensure our scheme is fair and that the design, consultation and construction of the scheme does not present barriers or disadvantages to those wishing to participate or engage with the scheme development and implementation.</p> <p>It documents the analysis at a point in time but is a live document which will be reviewed and updated as required.</p> <p>The demographics section sets out the protected characteristics against which we have measured impacts and opportunities. It identifies the main sources of evidence.</p> <p>The past good practice section reviews the activities that has already taken place prior to completing the analysis and documents how we have considered equality and inclusion in our choices or worked to reduce impacts on those with protected characteristics.</p> <p>The Equality Evaluation section documents the possible impacts from the Scheme going forward, mitigations for the impacts and opportunities that are created to promote equality from the Scheme.</p> <p>In order to manage the equality risks and opportunities that have been identified through the analysis an action tracker has been developed which will be regularly reviewed.</p>
Activity	<p>The Scheme is a major project flood alleviation developed by the Environment Agency, working in partnership with Oxfordshire County Council (“OxCoCo”), Oxford City Council (“OxCiCo”), Vale of White Horse District Council (“VoWHDC”), Thames Water, Thames Regional Flood and Coastal</p>

	<p>Committee, Oxford Flood Alliance, Oxfordshire Local Enterprise Partnership, University of Oxford (“UoO”) and National Highways (“NH”).</p> <ul style="list-style-type: none"> • The Scheme will reduce flood risk to homes and businesses in Oxford, as well as to services and major transport routes into the city. • As of March 2022, Oxford has the second fastest-growing economy of all UK cities and the Scheme will keep Oxford open for business and allow this successful economy to continue to thrive. • The Scheme also has plans for a long-term environmental vision, bringing environmental and community benefits beyond reduced flood risk.
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Project stage or action	Why equality analysis is required
Communication and engagement	<p>It is essential that all groups of people in the community affected by the Scheme can be involved in consultation and engagement throughout. Delivering accessible and inclusive communication and engagement will ensure that the community are able to influence, object and contribute to the development of the Scheme and feel involved in the process throughout.</p> <p>Engagement is also central to ensuring that the Scheme reflects the needs of each group of people affected, including those with protected characteristics.</p> <p>To ensure effective communication and engagement with all affected stakeholders, we will devise strategies which target all stakeholder groups such that we maximise awareness of the Scheme and of flood risk in general.</p>
Design	<p>There is potential for the design of the Scheme to differentially affect those with protected characteristics, for example by creating physical obstacles, failing to maximise opportunities the change could bring, or failing to create an environment which feels accessible and inclusive to those with protected characteristics.</p>
Construction	<p>Certain types of construction and their associated timing, disturbance or impact on traffic may disproportionately impact people with protected characteristics. Examples of where these impacts could arise include congestion or temporary route diversions and their associated changes to signage.</p>
Post-construction	<p>There may be opportunities to increase inclusion in flood awareness and in wider benefits coming from the scheme through long term management plans of the environmental vision. We can build these into plans and ensure there are actions in place to monitor the progress of these actions prior to, during construction and after construction.</p>

Demographics

Protected characteristic	Summary of data collected
Age	Census 2011

The Scheme area and Oxford have a younger population in comparison to the South East and England. Oxford has a smaller percentage of people over the age of 80 (3.4%) than the other areas.

The most frequent age group in the Scheme area is 25 to 29 years (11%) and 29 to 34 years (8.8%).

The most frequent age group in Oxford is 20 to 24 years (15%) and 25 to 29 years (11%).

The most frequent age group in the South East is 40 to 44 years (7.4%) and 45 to 49 years (7.6%).

Most frequent age group in England is 40 to 44 (7.3%) years and 45 to 49 years (7.3%).

	England	South East	Oxford	The Scheme area
0 to 9	11.9%	11.8%	11.0%	10.3%
10 to 19	12.1%	12.2%	13.2%	9.5%
20 to 29	13.7%	12.3%	26.1%	18.6%
30 to 39	13.3%	12.9%	14.8%	15.9%
40 to 49	14.6%	15.0%	11.4%	13.6%
50 to 59	12.1%	12.3%	8.7%	10.8%
60 to 69	10.7%	11.1%	6.9%	9.1%
70 to 79	7.0%	7.2%	4.5%	6.8%
80 to 89	3.8%	4.1%	2.8%	4.3%
90 and over	0.8%	0.9%	0.6%	1.1%

Oxford City Council 2018

	Oxford	Oxfordshire
Aged 0-15	17.5%	18.8%
Working age population	70.6%	63.2%
Aged 65+	12%	18.1%

Disability

Census 2011

The Scheme area (12%) and Oxford (12%) have a smaller percentage of people with a disability that limits day to day activities a little or a lot in comparison to the South East (16%) and England (18%).

Census, 2011	England	South East	Oxford	Scheme area
Day-to-day activities limited a lot	8.3%	6.9%	5.4%	4.8%
Day-to-day activities limited a little	9.3%	8.8%	7.1%	7.1%
Day-to-day activities not limited	82.4%	84.3%	87.6%	88.1%

The Scheme area (3.1%) and Oxford (3.6%) have a smaller percentage of people with bad or very bad health in comparison to the South East (4.3%) and England (5.5%).

Census, 2011	England	South East	Oxford	Scheme area
Very good health	47.2%	49.0%	55.2%	56.7%
Good health	34.2%	34.6%	31.7%	31.3%
Fair health	13.1%	12.0%	9.4%	8.9%
Bad health	4.2%	3.4%	2.8%	2.3%
Very bad health	1.2%	1.0%	0.9%	0.8%

Oxford has a lower percentage of people with a disability than the South East or England. The percentage of people with Equality Act core or work-limiting disability in Oxford is 10%, in South East is 14% and in England is 15% (OcCiCo, 2018).

Gender reassignment	There is no census information available on gender reassignment in the 2011 Census.																																
Marriage and civil partnership	<p>There is a greater percentage of single people in Oxford (54%) than England (35%), the South East (32%) and the Scheme area (42%) (Census, 2011).</p> <p>The Scheme area (9%) and Oxford (8%) have lower percentages of separated and divorced people than England (12%) and the South East (12%) (Census, 2011).</p> <p>The Scheme area (0.46%) and Oxford (0.33%) have a greater percentage of people in a registered same-sex civil partnership than England (0.23%) or the South East (0.23%) (Census, 2011).</p>																																
Pregnancy and maternity	<p>Census 2011</p> <p>The General Fertility Rate in Oxford is lower than in the South East and England. The mean age of mother is higher in Oxford than in the South East and England. Data is not available for the Scheme area.</p> <table border="1" data-bbox="411 701 1082 898"> <thead> <tr> <th>General Fertility Rate</th> <th>England</th> <th>South East</th> <th>Oxford</th> </tr> </thead> <tbody> <tr> <td>2016</td> <td>62.5</td> <td>61.4</td> <td>46.3</td> </tr> <tr> <td>2017</td> <td>61.2</td> <td>60.0</td> <td>42.2</td> </tr> <tr> <td>2018</td> <td>59.2</td> <td>58.7</td> <td>43.6</td> </tr> </tbody> </table> <table border="1" data-bbox="411 927 1082 1122"> <thead> <tr> <th>Mean age of mother</th> <th>England</th> <th>South East</th> <th>Oxford</th> </tr> </thead> <tbody> <tr> <td>2016</td> <td>30.5</td> <td>30.8</td> <td>32.7</td> </tr> <tr> <td>2017</td> <td>30.5</td> <td>30.9</td> <td>32.9</td> </tr> <tr> <td>2018</td> <td>30.6</td> <td>31.0</td> <td>33.1</td> </tr> </tbody> </table>	General Fertility Rate	England	South East	Oxford	2016	62.5	61.4	46.3	2017	61.2	60.0	42.2	2018	59.2	58.7	43.6	Mean age of mother	England	South East	Oxford	2016	30.5	30.8	32.7	2017	30.5	30.9	32.9	2018	30.6	31.0	33.1
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Race	<p>Oxford is more ethnically diverse than England, the South East and the Scheme area.</p> <p>Census, 2011</p> <p>Oxford has a higher proportion of Asian/Asian British people than England, the South East and the Scheme area.</p> <p>Oxford has a higher proportion of Black/African/Caribbean/Black British people than England, the South East and the Scheme area.</p> <p>The Scheme area has a lower proportion of Black/African/Caribbean/Black British people than England and the South East.</p> <p>Oxford (84%) and the Scheme area (88%) has fewer people with English as their first language than England (92%) and the South East (94%) (Census, 2011).</p> <p>European (EU) languages are the most common geographical group of first language in Oxford (7.4%) and the Oxford scheme area (6.8%). Polish is the most common European language across all areas but is most common in Oxford (1.7%) in comparison to other areas. Oxford (1%) and the Scheme area (0.99%) have higher percentages of German speakers than other areas. The Scheme area has the highest percentage of people who speak French as their main language (0.98%) in comparison to other areas (Census, 2011).</p> <p>South Asian languages are the 2nd most common geographical groups of first language in Oxford (2.7%) and the Scheme area (1.6%). Urdu is the most common South Asian language across all areas but is most common in Oxford (0.64%) in comparison to other areas (Census, 2011).</p> <p>East Asian languages are the 3rd most common geographical groups of first language in Oxford (2.5%) and the Scheme area (1.2%). Chinese (excluding</p>																																

Cantonese and Mandarin) is the most common East Asian language across all areas but is most common in Oxford (0.97%) in comparison to other areas (Census, 2011).

Most common first languages Census, 2011	England	South East	Oxford	The Scheme area
English	92 %	94 %	84 %	88 %
Polish	1.0 %	0.91 %	1.7 %	1.2 %
German	0.15 %	0.17 %	1.0 %	0.99 %
Chinese (excluding Cantonese and Mandarin)	0.26 %	0.22 %	0.97 %	0.38 %
French	0.28 %	0.24 %	0.84 %	0.98 %
Portuguese	0.26 %	0.19 %	0.84 %	0.48 %
Spanish	0.23 %	0.19 %	0.81 %	0.83 %
Arabic	0.30 %	0.17 %	0.66 %	0.44 %
Urdu	0.52 %	0.28 %	0.64 %	0.35 %
Bengali (with Sylheti and Chatgaya)	0.42 %	0.17 %	0.60 %	0.56 %
Panjabi	0.53 %	0.33 %	0.58 %	0.42 %
Italian	0.18 %	0.15 %	0.55 %	0.54 %

Of people whose first language is not English, the Scheme area (90%) and Oxford (89%) have a higher percentage of people who can speak English well or very well than England (79%) and the South East (84%) (Census, 2011).

Area	England	South East	Oxford	Scheme area
Main language is English	92%	94%	84%	88%
Can speak English very well	3.3%	2.7%	8.7%	6.7%
Can speak English well	3.0%	2.2%	5.8%	3.7%
Cannot speak English well	1.4%	0.8%	1.6%	1.1%
Cannot speak English	0.3%	0.1%	0.2%	0.1%

In the South East of England, people whose first language is Panjabi, Polish, Bengali and Chinese (excluding Cantonese and Mandarin) are more likely to not speak English, or not speak English well than people speaking other languages. Data is not available for Oxford and the Scheme area and this may not be strictly applicable due to the differences between English proficiency between the South East and Oxford.

South East. Census, 2011			
First language	Main language is English	Can speak English very well or well	Cannot speak English or cannot speak English well
English	100 %	0 %	0 %
Polish	0 %	76 %	24 %
German	0 %	98 %	2 %
Chinese (excluding Cantonese and Mandarin)	0 %	77 %	23 %
French	0 %	96 %	4 %
Portuguese	0 %	83 %	17 %
Spanish	0 %	93 %	7 %
Arabic	0 %	87 %	13 %
Urdu	0 %	82 %	18 %
Bengali (with Sylheti and Chatgaya)	0 %	76 %	24 %
Panjabi	0 %	71 %	29 %
Italian	0 %	90 %	10 %

Religion or Belief

Census, 2011

Christianity, followed by no religion and Islam are the most common beliefs across all areas, but proportions vary. Oxford (48%) and the Scheme area (51%) have a lower percentage of people who identify as Christian than England (59%) and the South East (60%).

	<p>Oxford (33%) and the Scheme area (33%) have a higher percentage of people who identify as having no religion than England (25%) and the South East (28%).</p> <p>Oxford (6.8%) has a higher percentage of people who identify as Muslim than England (5.0%), the South East (2.3%) and the Scheme area (4.3%).</p> <p>There is a lower proportion of people who identify as Buddhists and Sikhs in the Scheme area and Oxford than in other areas.</p> <p>There is a higher proportion of people who identify as Jewish in Oxford and the Scheme area.</p> <table border="1" data-bbox="411 560 1302 822"> <thead> <tr> <th>Census, 2011</th> <th>England</th> <th>South East</th> <th>Oxford</th> <th>Scheme area</th> </tr> </thead> <tbody> <tr> <td>Christian</td> <td>59%</td> <td>60%</td> <td>48%</td> <td>51%</td> </tr> <tr> <td>Buddhist</td> <td>0.5%</td> <td>0.5%</td> <td>0.9%</td> <td>0.9%</td> </tr> <tr> <td>Hindu</td> <td>1.5%</td> <td>1.1%</td> <td>1.3%</td> <td>0.8%</td> </tr> <tr> <td>Jewish</td> <td>0.5%</td> <td>0.2%</td> <td>0.7%</td> <td>0.6%</td> </tr> <tr> <td>Muslim</td> <td>5.0%</td> <td>2.3%</td> <td>6.8%</td> <td>4.3%</td> </tr> <tr> <td>Sikh</td> <td>0.8%</td> <td>0.6%</td> <td>0.3%</td> <td>0.2%</td> </tr> <tr> <td>Other</td> <td>0.4%</td> <td>0.5%</td> <td>0.5%</td> <td>0.5%</td> </tr> <tr> <td>No religion</td> <td>24%</td> <td>28%</td> <td>33%</td> <td>33%</td> </tr> <tr> <td>Religion not stated</td> <td>7.2%</td> <td>7.4%</td> <td>8.3%</td> <td>8.4%</td> </tr> </tbody> </table> <p>Religious buildings within 250m of the Scheme area include: -</p> <ul style="list-style-type: none"> • Saint Lawrence Church North Hinksey • St Lawrence Episcopal Church, South Hinksey • St John, the Evangelist, New Hinksey 	Census, 2011	England	South East	Oxford	Scheme area	Christian	59%	60%	48%	51%	Buddhist	0.5%	0.5%	0.9%	0.9%	Hindu	1.5%	1.1%	1.3%	0.8%	Jewish	0.5%	0.2%	0.7%	0.6%	Muslim	5.0%	2.3%	6.8%	4.3%	Sikh	0.8%	0.6%	0.3%	0.2%	Other	0.4%	0.5%	0.5%	0.5%	No religion	24%	28%	33%	33%	Religion not stated	7.2%	7.4%	8.3%	8.4%
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Sex	<p>Male to female ratio is approximately 1:1 in England, the South East, Oxford and the Scheme area (census, 2011).</p> <p>There does not appear to be a significant difference between areas.</p> <p>This is similar to Oxford City Council information (51% female, 49% male) for March 2019.¹</p>																																																		
Sexual orientation	<p>There is no direct census information on sexual orientation in the 2011 Census.</p> <p>The OFAS scheme area (1.3%) and Oxford (1.1%) have a higher percentage of same-sex couples (civil partnerships or co-habiting) than England (0.88%) and the South East (0.85%).</p>																																																		
Other information	<p>Data sources</p> <p>Much of the data used for this assessment was taken from the 2011 Census data as the baseline for this assessment. Subsequent data available from Oxford City Council and Vale of White Horse District Council was used to check the older census information.</p> <p>As the Census is undertaken only once every 10 years, the 2011 Census was used for consistency as the latest source of standardised and directly comparable information available.</p> <p>Geographical area.</p> <p>The Scheme area (generated for analytical purposes using NOMIS) is the immediate zone of influence of the Scheme. This consists of 6 wards that include and surround the Scheme. This includes Hinksey Park, Carfax, Jericho and Osney, North Hinksey and Wytham, Kennington and South Hinksey.</p>																																																		

¹ www.oxford.gov.uk/downloads/file/6249/localinsight-oxford-march2019

There are very different numbers of people in each of these geographical areas. This must be considered when considering the need, resource and proportionality of actions.

Census, 2011	England	South East	Oxford	The Scheme area
100%	53,012,456	8,634,750	151,906	18,436
5%	2,650,623	431,738	7,595	922
1%	530,125	86,348	1,519	184
0.5%	265,062	43,174	760	92
0.1%	53,012	8,635	152	18

Employment

In 2015 Oxford had very high employment levels, and the Job Seekers Allowance claimant rate was low. In Oxford 21% of the population is economically inactive which is above the percentage in the South East 19.9%². This is likely due to retirement and individuals in full time education. The 2011 Census found that 59% of those economically inactive in Oxford are students.

Oxford's unemployment rate for the period April 2017 to March 2018 was below the national average³.

Census 2011

There is a much higher percentage of people in the Scheme area (36%) and in Oxford (34%) working in 'professional occupations' than in England (17%) and the South East (19%).

The Oxford Scheme area has a lower proportion of people in caring, sales, machine and elementary occupations (23%) than England (36%), the South East (33%) and Oxford (31%).

Oxford profile key facts⁴.

1.23 jobs density ratio meaning there are more jobs in Oxford than residents of working age.

536,000 overnight visits to Oxford made it the 8th most visited UK city in 2017 adding £286 million to the local economy.

Students form 24% of Oxford's adult population. The average in English cities is 7%. Population turnover per year in Oxford is 26%. The average in English cities is 13%. 18 to 29 year-olds form 32% of Oxford's residents 32%. The average in English cities is 18%.

Residents not of white British ethnic origin is 36% in Oxford. The average in English cities is 29%.

Residents born outside UK is 28% in Oxford. The average in English cities is 19%.

Unemployment in Oxford is 3%. The average in English cities is 5%.

Residents in private rented housing is 30% in Oxford. The average in English cities is 19%

Tenure

Census 2011

Home ownership is lower in Oxford (47%) and the Scheme area (51%) than in England (63%) and the South East (68%).

More people privately rent in the Scheme area (32%) and Oxford (28%) than in England (16%) and the South East (16%).

More people rent social housing in Oxford (21%) and England (18%), than in the South East (14%) and the Scheme area (14%).

Community buildings within 250m of the Scheme area include: -

- South Hinksey Village Hall

²www.oxford.gov.uk/info/20238/oxfords_economy/943/oxfords_labour_market

³www.oxford.gov.uk/info/20124/economy/454/economic_statistics

⁴www.oxford.gov.uk/downloads/file/5021/oxford_profile_2018

- West Oxford Community Centre
- South Oxford Community Centre

Schools within 250m of the Scheme area include: -

- North Hinksey Church of England Primary School
- North Hinksey pre-school and childcare clubs
- West Oxford Community primary school on Ferry Hinksey Road
- New Hinksey Church of England primary school
- Grandpont Nursery School and childcare

Medical centres within 250m of the Scheme area include: -

- South Oxford health centre

Lists of community venues and groups:

www.dailyinfo.co.uk/search?term=community&type=venues

www.oxford.gov.uk/directory/21/community_centres

<https://oxfordcity.co.uk/oxford-communities/>

<https://www.dailyinfo.co.uk/oxford/help-organisations>

<https://cagoxfordshire.org.uk/>

Past good practice

General	
Any issue that cuts across several protected characteristics	
Issue or action	Past good practice
Flood risk	The Environment Agency automatically signs people up to review flood warnings and to opt in more than one contact number, allowing everyone, including care givers to prepare for the impact of flooding.
Community and public consultation event and drop-in venues and location.	<p>Community drop-ins throughout the project have been held in accessible venues, including accessibility for wheelchairs and hearing-impaired people.</p> <p>Public consultation events in 2016 and 2017 were held in accessible venues.</p> <p>Venues have been chosen that are close to public transport networks.</p> <p>We have feedback forms at events and encourage individuals to complete them. These include questions on the background of the respondent, about their opinion on the event and free text for any additional information they would like to share. Information on venue accessibility has previously been given and acted on, e.g. the need for better lighting, signposting of lifts, etc.</p> <p>A digital public engagement information event was held in 2021 to update the public on changes to the scheme since the 2018 planning application.</p> <p>The engagement was held virtually due to the Coronavirus pandemic. We launched a Citizen Space website to communicate the updates to the scheme in both text and video format.</p> <p>The Citizen Space page hosted questions from the public and we posted the answers on the website. We also produced a Question & Answer video covering the most frequently asked questions during the engagement.</p> <p>During early 2023 we held meetings with landowners who hadn't previously engaged with us. We offered a choice of virtual and face to face meetings in 3 venues in Oxford.</p>
Timing of community and public consultation events and drop-ins	<p>Public consultation events were held for an extended time during the day and into the evening, and on different days of the week. This was to allow as many people to attend as possible and ensure that no one was excluded due to commitments such as religious observances, work, study or family.</p> <p>We have held community events in the evening to make sure as many people are able to attend as possible.</p> <p>The May 2021 public engagement events were held online in 2021 outlining changes on our re-submitted planning application. We were limited in the scope of these events due to the covid-19 pandemic. We proactively contacted a wide range of groups to inform them of the event.</p>

Time scarcity or difficulty in attending drop in events	<p>In order to target people who may be too busy to attend community drop-in events we have attended events and community hubs which local people will already be attending.</p> <p>This has included, an Earth Trust event, Oxford Pride for 3 consecutive years, student careers fair, Oxford shopping centre, community markets, and libraries.</p>
Computer literacy or computer ownership	<p>During the 2017 consultation we held events at libraries with our laptops. This was to aid people without a laptop, or who had trouble filling out the online consultation.</p> <p>Our May 2021 public engagement was hosted on citizen space. Unfortunately, the covid-19 pandemic limited our options at this time to do more for those who may not be computer literate.</p>
Online public consultation	<p>We made hard copies of the consultation available in accessible locations to those without computer access during the 2016 and 2017 public consultations.</p> <p>During the 2017 consultation we held events at libraries with our laptops. This was to aid people without a laptop, or who had trouble filling out the online consultation.</p> <p>During May 2021 we held an online public engagement event on the Citizen Space website.</p>
Understanding who we are talking to	<p>We included questions about some protected characteristics of attendees at events and within our public consultation questionnaires.</p> <p>We have used this information to analyse attendance and demographics data collected to improve our engagement and communication.</p> <p>This analysis has led to an expansion of our digital engagement, to engage with younger people.</p>
Website	<p>We publish information on the Gov.uk website using Defra guidance.</p> <p>Where possible we have made documents accessible and available electronically. PDFs are not usually allowed to be published on Gov.uk website, therefore we sought an exception for the Scheme documents. Many of these are maps, which were not suitable for modification for accessibility. We have asked browsers to get in contact with us if they are not able to use or access the documents on our website, so we can send them hard copies or make other arrangements as appropriate.</p>
Compulsory Purchase Order communications and engagement	<p>We published PDFs of all supporting documents on the Gov.uk website and included a link to this information on OxCoCo's Flood Toolkit microsite.</p>
Planning application documentation	<p>OxCoCo fulfilled their statutory requirements in notifying people of the planning application. In 2018 and in 2022 they advertised the planning application in the newspaper. Put up 19 site notices in 2018 and 13 site notices in 2022 across the site. Consulted 56 consultees in 2018 and 28 consultees in 2022. They also sent out 850 neighbour notification letters in 2018 and 900 neighbour notification letters in 2022.</p>

	<p>OxCoCo held public consultations in 2018 and 2019 for people to make comments on the Scheme Planning Application and Footpath Extinguishment Orders. OxCoCo made the documentation available online and in hard copy.</p> <p>We included online links to all the planning application documentation via OxCoCo's planning portal.</p>
Design of new and replacement bridges	<p>Where bridges are being replaced, they have been subject to review by OxCoCo's Public Rights of Way team to ensure current standards of access are maintained and if possible improved</p> <p>Wherever possible bridges have been designed with due consideration of our 'Access for All' design guide.</p> <p>We consulted on the look of new and replacement bridges.</p>
Footpath improvements	<p>All new and improved footpaths have been designed with due consideration of our 'Access for All' design guide.</p> <p>Where footpaths are being diverted or improved, they have been subject to review by OxCoCo's Public Rights of Way team to ensure current standards of access are maintained and if possible improved.</p> <p>During our last consultation we asked what street furniture people might want on footpaths. This includes benches, information boards and cycle racks.</p> <p>OxCoCo have publicly consulted on our permanent Public Right of Way closures. These will not impact accessibility across the Scheme area after construction.</p>
Building of flood defence ramps and flood gates across some public rights of way and open spaces.	<p>Flood defences have been designed with due consideration of our 'Access for All' design guide⁵.</p> <p>Where footpaths are being diverted or improved, they have been subject to review by Oxfordshire County Councils Public Rights of Way team to ensure current standards of access are maintained and if possible improved.</p>
Temporary impacts on roads during construction	<p>We have engaged with communities who will be most affected by construction. This includes Kennington, South Hinksey and West Oxford including Botley and Osney.</p>
Temporary impacts on public transport during construction	<p>We have engaged with Kennington the community whose public transport will be most affected by construction.</p>
Increased walking and cycling distances due to diversion and closure of Public Rights of Way	<p>Where footpaths are being diverted or improved, they have been subject to review by OxCoCo's Public Rights of Way team to ensure standards of access are maintained and if possible improved.</p>

⁵ <https://webarchive.nationalarchives.gov.uk/20140328084945/http://www.environment-agency.gov.uk/research/library/publications/141756.aspx>

Loss of green infrastructure including recreational land/open space	We carried out surveys of the affected open spaces, to understand their use and to enable us to plan work causing as little impact as possible.
Temporary loss of car parking spaces at Redbridge Park and Ride	We have worked with OxCiCo to ensure that capacity over Seacourt and Redbridge can be maintained to current levels through the construction period. The spaces have been located in the far corner of the car park area to avoid any confusion for users or clashes with construction vehicles.
Employment opportunities	We advertise vacancies on the Gov.uk website. We are clear about our organisational values ⁶ within our adverts. Adverts are also placed on social media, LinkedIn and in publications. We have placements for young people to gain work experience. Our contractors are equal opportunities employers. The WEM framework sets out relationship with contractors and subcontractors to ensure standards placed on contractors by the Environment Agency are passed down through the supply chain.

Age	
Issues of unfair treatment because of someone's age, whatever that age is or that could foster good relations between the age groups	
Issue	Past good practice
Respondents to our consultations and event attendees have not been representative of Oxford. Respondents have been skewed towards older individuals.	We have responded by increasing our social media presence, as well as continuing with traditional event promotion, on Facebook, Twitter and Instagram, and increasing the number of our followers. We have produced videos and diagrams that have been shared online, as evidence shows that young people spend more time online and that non-written communications are more popular than plain and printed text We have worked with our partners to share our social media posts. We have provided an article and advertised events on OxMeInfo, an OCC youth organisation with an online presence.
Working with schools	We have included information about the work we want to do with schools in the scope for the construction company tender, to ensure the Community Liaison Officer they employ will have the right skills to lead this engagement. In partnership with a Dept for Education flood risk education initiative we have directly contacted 4 schools in the scheme area and offered to give a presentation to pupils. This has been taken up by 2 of them at current time.

⁶ www.gov.uk/government/organisations/environment-agency/about/equality-and-diversity

Disability	
<p>The Equality Act covers all disabilities, impairments and chronic long-term health conditions, including hidden disabilities. No distinction is made between physical health and mental health conditions.</p>	
Issue	Past good practice
<p>Accessibility of our engagement to those with disabilities</p>	<p>All the public events we have held have been at community buildings that are accessible to those with a physical disability e.g. ramps into buildings, lifts to meeting rooms, disabled toilets and hearing loops.</p> <p>During the 2017 consultation we held an event at the Oxford Deaf Centre and asked for feedback regarding our displays from the organisation.</p> <p>We always have enough staff at our events to be able to offer individual support, such as sitting down with a member of the public to talk through and complete a consultation document, should they suffer visual impairment, or just need someone to explain the Scheme to them, rather than to read it on their own.</p> <p>We always ensure there are plenty of chairs for members of the public to sit down on, especially as we know that our events usually attract people from the older age group demographic, who are less mobile and may suffer from a physical impairment.</p>
<p>Face to face communication</p>	<p>We use a range of communication techniques including face to face events and meetings, newsletters, postcards, websites and social media.</p>

Pregnancy and Maternity	
<p>Women who are pregnant or on Maternity Leave. While the protected period ends when the woman's maternity leave ends, there is a legal obligation to provide a safe space for breast feeding if reasonably possible. While partners are not protected, our strategic objective to be inclusive may mean that you consider the impact on partners of pregnant women or with new babies.</p>	
Issue	Past good practice
<p>Communicating with women who are pregnant or have a young child</p>	<p>We make our public events as welcoming and accessible for all, including pregnant women and children, by providing chairs to sit on and an area to sit down around a table for a discussion, rather than standing.</p> <p>We often use community venues which usually include baby changing facilities and a quiet place that can be used for breastfeeding, if needed.</p>

	We try to make our maps and display material interactive and ensure we always have enough staff at each event to allow time to engage with individuals. We have brought drawing and colouring material and toy cars along to events we were expecting more families to attend.
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Race Issues of unfair treatment because of someone's race, whatever that race is or that could foster good relations between different races	
Issue	Past good practice
Understanding of English may vary	We have posted social media on flood risk in Polish. We have asked community groups how we can make our communications more accessible. We have not had any suggestions to date.
Certain communities may be geographically constrained	We have held events and pop-ups in a variety of geographic areas. Central Oxford Oxford Town Hall Gloucester Green Market Clarendon Centre Central library Oxford deaf and hard of hearing centre North Oxford North Parade Market East Oxford East Oxford Farmer's Market West Oxford Oxford Train Station Botley library West Oxford Community Centre South Oxford South Oxford Community Centre South Oxford Farmer's Market St Luke's Church Hall Kennington Library

	<p>Kennington Village Hall</p> <p>Outside Oxford Earth Trust Centre Sanford –upon-Thames Wallingford Library Abingdon Community Space We have contacted local community centres and organisations to advertise pop-up events.</p>
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Religion and Belief	
This includes all religion, no religion, philosophical beliefs and no beliefs	
Issue	Past good practice
Events at religious buildings	<p>We try to hold our public events in community centres that are usually religious neutral.</p> <p>Where we have used a religious building, we have held events in community centres as well.</p>
Disturbance during construction to places of worship	<p>We have engaged with communities who will be most affected by construction. This includes South Hinksey and West Oxford including Botley and Osney & Kennington</p> <p>Our construction working hours were included in our 2017 public consultation.</p> <p>We have included working hours in our Environmental Statement submitted with our planning application.</p>

Sexual Orientation	
Issues because of someone's sexual orientation, including heterosexual as well as lesbian, gay or bisexual	
Issue	Past good practice
We are not currently aware of any issues.	<p>We have had a stand at Oxford Pride for the past 3 years.</p> <p>We have not had any feedback at this event that suggests a negative impact on the Scheme on people with this protected characteristic.</p> <p>This has also enabled us to talk to a younger section of Oxford's community.</p> <p>The Environment Agency is an equal opportunities employer. We pride ourselves on a culture of being yourself and the best you can be at work, encouraging diversity and individuality.</p>

Equality evaluation

General			
Any issue that cuts across several protected characteristics			
Issue or action	Possible interference with equality	Ongoing and future solutions, i.e. what can we do to mitigate the issue (or justification for interference with equality)	Opportunities to promote equality, i.e. how can we work to benefit people with protected characters
Flood risk	Some protected groups who are less able to receive or respond to flood warnings effectively may be particularly vulnerable to the impacts of flooding ⁷⁸ . This could include older people, disabled people, and pregnant women or those with young.	We will share messages about flood risk in a variety of ways to maximise awareness. This will be informed by communications strategies which will enable these groups to be targeted with appropriate engagement to ensure all groups are reached.	Our Scheme reduces flood risk of properties currently at risk of flooding from the River Thames. This provides an opportunity to promote equality by removing any disproportionate impacts that flood events have on those with protected characteristics OFAS will help promote equality by lessening the burden of flooding on all.
Community and public consultation event and drop-in venues and location.	Accessibility of event venues could impact which people are able to attend. This may impact those who are disabled, elderly, pregnant or otherwise concerned about getting to, entering or moving round a building.	We will continue to ensure that all event venues are accessible. Where possible we will choose venues that are on the ground floor, with accessible facilities for staff and the public, and require a minimum amount of moving around. Where this is not possible, we will make sure lifts, ramps or alternative access is sign posted. We will continue to ask for feedback on our events. We will include specific inclusive wording in event invitations. That make it clear everyone from all backgrounds and with any protected characteristics are welcome.	Our events have the potential to involve all sections of the local community. This could promote discussion about an issue of mutual interest between people who would not normally interact.

⁷ R&D Technical Summary W5C-018/TS, Flood Warning for Vulnerable Groups

⁸ Older people and power loss, floods and storms, Age UK

		<p>We could ask if organisations that promote equality and support those with protected characteristics want to be involved or host our drop-ins.</p> <p>We are limited by geography and facilities. Some Oxford event venues have limited transport options. City centre venues may not have parking, while out of town venues may not have reliable public transport. We will therefore try to hold events in a combination of city centre and out of town venues, to provide options for those who may rely solely on driving or solely on public transport.</p> <p>In areas where unemployment rates are relatively high, it is likely that residents will be more reliant upon pedestrian routes or public transport when accessing venues for events. This will be considered accordingly when planning such events.</p> <p>We work within public spending rules and so have restrictions on costs that may limit the location of event venues.</p>	
Timing of community and public consultation events and drop-ins	<p>Timing of events could impact people of different ages, who may be studying, working or have family commitments. People who may have religious observances, and people who may have health commitments or appointments.</p>	<p>We will continue to make sure that any consultation events are held for extended time periods and on a variety of days.</p> <p>In consultation with the community, we will continue to hold events in the evening whenever this will help with attendance.</p> <p>We will explore the use of online talks, meetings and conferencing.</p> <p>We will consider local information about religious observances that may impact attendance at events disproportionately in certain areas. Where relevant, we will ensure events do not clash with religious holidays, celebrations or times of rest, providing alternative dates where this is not possible.</p>	<p>Our events have the potential to involve all sections of the local community. This could promote discussion about an issue of mutual interest between people who would not normally interact.</p>
Time scarcity or difficulty in attending drop in events	<p>Many people are time poor. Others may struggle to go to or find out about drop-in events.</p> <p>This may disproportionately impact people of different ages, who may be studying, working or have family commitments, people who may have religious commitments, and people who</p>	<p>We will continue to use accessible community hubs for our engagement.</p> <p>We will continue to advertise events using a range of techniques.</p> <p>We will continue to use online and digital means of communication.</p> <p>We will explore the use of online talks, meetings, telephone events and conferencing.</p>	<p>Pop-ups allow us to reach a cross section of the local community who are using a community space or hub in their daily lives already.</p>

	may have health commitments or appointments.		
Computer literacy or computer ownership	Some elderly people or those with learning difficulties may not be computer literate.	<p>There are several age support organisations that can help us communicate with elderly people who do not have good computer skills.</p> <p>There are several disability support organisations that may be able to help us engage with people with learning difficulties who do not have good computer skills.</p> <p>We may be able to get in touch with organisations that teach computer skills.</p> <p>We will continue to hold face-to-face events to allow engagement with those without computer skills, computer ownership, or adequate internet.</p>	N/A
Online public consultation	Ability to access online consultation could impact whether people are able to take part in consultations and make their views known.	<p>In any future public consultation, we will make hard copies available at accessible venues. We will also consider how we can help people fill in the online consultation at accessible events.</p> <p>We will also provide, on request, versions of the consultation materials in large print, Braille, and other languages, as appropriate. (We will consult with local disability groups to explore how to provide consultation materials in these formats).</p>	N/A
Understanding who we are talking to	We may miss impacts on equality if we are not sure about who we are communicating with and their needs.	<p>We will continue to ask for feedback about our events.</p> <p>We will continue to collect information about demographics and use this to improve our engagement.</p> <p>We will explore the use of online surveying.</p>	N/A
Website	Inaccessible information on our webpage could impact people who have disabilities or those who are not able to easily navigate the internet or websites.	<p>We will publish information on theGov.uk in accordance with guidance when putting material on our website.</p> <p>Where possible we will make documents on our website accessible.</p> <p>There is a blind centre in Oxford. This organisation may be able to offer us advice about communicating effectively with the blind and partially sighted community. They may also offer guidance on ensuring all online materials are accessibility checked for the blind and partially sighted, or those who use the Narrator or playback feature to hear written text aloud.</p>	N/A

		<p>There are several age support organisations that can help us communicate with elderly people who do not have good computer skills.</p> <p>There are several disability support organisations that may be able to help us engage with people with learning difficulties who do not have good computer skills.</p> <p>We will consider holding more pop-up engagement events.</p>	
Compulsory Purchase Order communications and engagement	Printed copies of the CPO documents may not be accessible to people with disabilities, or those who are non-English speakers.	<p>We are not aware of any objectors or landowners who have a disability or language barrier that will impact their understanding of documents.</p> <p>We will contact the CPO objectors and ask them how they wish to receive future CPO Inquiry documentation.</p> <p>We could contact and work with organisations that help people with protected characteristics.</p> <p>Our demographic findings suggest that most people in Oxford have a good understanding of English. CPO documents will be made available in large print or other languages if required.</p>	N/A
Planning application documentation	Printed copies of the planning documents and Environmental Statement may not be accessible to people with disabilities, or those who are non-English speakers.	<p>We will include a line that invites people who want a version in an accessible font or language to please let us know. We can then provide this to them.</p> <p>We could contact and work with organisations that help people with protected characteristics.</p>	N/A
Design of new and replacement bridges	Bridge design has the potential to impact accessibility for those with disabilities, the elderly and pushchair users.	We will construct new and replacement bridges to the appropriate design standards.	<p>New and replacement accessible bridges will encourage inclusive access in the external environment for a wide range of users.</p> <p>There may be possibilities to include community art to make bridges fun and interesting and encourage people from all communities to visit and use them.</p>

<p>Footpath improvements</p>	<p>Changes to footpath design have the potential to impact accessibility for those with disabilities, the elderly and pushchair users.</p>	<p>Where possible footpath improvements will take place at the same time as other constructions works to minimise impacts.</p> <p>We will provide advance warning of any diversions or access restrictions that will be in place during improvement works.</p> <p>We will replace footpaths to the appropriate design standards to make sure access is maintained and improved.</p> <p>We plan to consult further on suitable locations and styles of street furniture. Consultation will be invited from the whole community including these with protected characteristics.</p> <p>We will seek further information on how these improvements could help those with protected characteristics in design, position, location and look.</p>	<p>Improved footpaths will encourage inclusive access in the external environment for a wide range of users.</p> <p>We plan to provide street furniture that will help people with protected characteristics enjoy the outdoors, including benches and cycle racks.</p> <p>We plan to provide public information boards throughout the scheme area to increase enjoyment and interest in the outdoors for everyone.</p> <p>There may be possibilities to include community art to make footpaths fun and interesting and encourage people from all communities to visit and use them.</p>
<p>Building of flood defence ramps and flood gates across some public rights of way and open spaces.</p>	<p>Increased number of new obstructions and changes in elevation may reduce accessibility for those with disabilities, the elderly and pushchair users</p> <p>These changes are notable at Oatlands Recreation Ground and Willow Walk bridleway.</p> <p>Changes to landscape and additional structures could</p>	<p>New access into Oatlands Recreation ground will be created for less mobile users via the footpath along the northern boundary of the field.</p> <p>A graded ramp will be created from the new bund into the area, which can be accessed from the existing footpath / cycleway at the north of the site along the top of the bund</p> <p>The new flood gates at Willow Walk, Osney Mead, Helen and Henry Road, Botley, and Manor Road in South Hinksey will not affect less mobile people/pushchair users as it will be kept open except during floods.</p> <p>We have aligned the new flood embankment at Oatlands Recreation Ground to the edge of the playing field to enable playing areas and associated surface to be maintained.</p>	<p>N/A</p>

	provide places that attract anti-social behaviour. This could involve hate-crime which could disproportionately impact those with protected characteristics.	Based on historical photos of playing areas used on the recreation field, we have ensured that the location and heights do not create areas which could attract anti-social behaviour. We will talk to local users and groups including those with protected characteristics about avoiding negative impacts and opportunities for improvements to the area.	
Increased air pollution during construction	Increased air pollution may disproportionately impact those who are elderly or very young, or those who have an underlying medical condition.	We will look for locations at which an increase in air pollution might cause problems for those with protected characteristics. Our contractor will have management strategy in place. We will adopt Best Practicable Means to reduce air pollution during the construction works. We will particularly look at any identified sensitive locations. Air quality monitoring will continue throughout construction.	N/A
Increased dust and dirt during construction	Temporary elevated dust in the air may disproportionately impact those who are elderly or very young, or those who have an underlying medical condition. Dirt on roads may impact people who are less mobile and rely on cars to get around.	We will appoint a Community Liaison Officer to help deal with any disturbance issues, should they arise. Where possible we will identify locations where this might be a particular issue, e.g. roads and footpaths. Our contractor will have management strategy in place. We will adopt Best Practicable Means to reduce dust and dirt during the construction works. This is likely to be a planning requirement.	N/A
Noise disturbance during construction	Temporary elevated noise disturbance. Most notable at North Hinksey Church of England Primary School during piling activities at Willow Walk Bridge. This might disproportionately impact young people. People who are home bound or struggle to leave their homes may be more susceptible to local noise disturbance.	Our contractor will have management strategy in place. We will adopt Best Practicable Means to reduce noise levels during the construction works. We will appoint a Community Liaison Officer to help deal with any disturbance issues, should they arise. Noise disturbance and working hours are likely to be subject to planning conditions. We will continue to engage with key communities. We will consider how we can engage those with protected characteristics who might be most susceptible to noise disturbance. We	N/A

		could contact and work with organisations that help people with protected characteristics.	
Temporary impacts on roads during construction	<p>Increase in traffic due to construction vehicles may increase congestion for cars and public transport or divert vehicles onto other roads.</p> <p>This may impact people who are reliant on cars and public transport. This may impact fewer mobile individuals who may struggle to cross busier roads, such as those with disabilities, the elderly and those who are pregnant or have a young child.</p> <p>This may disproportionately impact people who need access to medical facilities or support services. Such as those with disabilities, those who are pregnant or have young children, those who are young or old, those who are experiencing gender reassignment.</p>	<p>We submitted a Transport Assessment (TA) with our planning application as part of the Environmental Statement. Within the TA we included an outline Construction Traffic Management Plan. This will be worked up in detail following planning permission and will need to be agreed by OxCoCo and Highways England.</p> <p>Wherever possible, mainline closures and diversions will be limited to off-peak hours.</p> <p>OxCoCo will only approve our planning application if we have satisfied them that we have reduced the impacts of construction as much as possible.</p> <p>We have set up a Construction Action Communications Group, including all partners and will be expanded to include other key stakeholders once we have a date for construction, including the cycling network. We will include groups that represent those with protected characteristics.</p> <p>We will appoint a Community Liaison Officer to help deal with any disturbance issues, should they arise.</p> <p>We will continue to engage with key communities.</p> <p>We will consider how we can engage those with protected characteristics who might be most susceptible to road closures. We could contact and work with organisations that help people with protected characteristics.</p>	N/A
Temporary impacts on public transport during construction	<p>Although no disruption to bus services is expected, an increase in congestion during construction may impact journey times for bus services.</p> <p>These changes would have a greater impact on those with a greater dependence on public transport.</p>	<p>We will continue to make sure meaningful engagement is available remotely.</p> <p>We will work with OxCoCo and Bus Company to understand and reduce impacts to journey times.</p> <p>We will work with OxCoCo and Bus Company to forewarn and change people's pattern of travel if required.</p> <p>We will consider whether venues for community or information sharing events are impacted by any changes to journey times using public transport. Dependent on location some Oxford event venues are limited.</p>	N/A

	<p>This may impact people who need to get into town to shop, to access medical centres, community centres or other support.</p> <p>This may impact attendance of people with protected characteristics at public events.</p>	<p>For instance, city centre venues may not have their own parking, while out of town venues may not have reliable public transport.</p> <p>We could contact and work with organisations that help people with protected characteristics.</p>	
<p>Increased walking and cycling distances due to diversion and closure of Public Rights of Way</p>	<p>Temporary closure of North Hinksey Causeway and Devils backbone will increase walking distances by up to 1km and 600m respectively. This is likely to have a greater impact on those with walking difficulties (as well as young children, pregnant women and the elderly).</p>	<p>We listened to concerns raised by members of the public through our public consultations. We will use this information to plan our construction work in the least disruptive way as possible.</p> <p>We will engage with walking and cycling groups, and other non-motorised user (NMU) organisations, to identify potential impacts on these groups, and how to mitigate them.</p> <p>We will provide advance notice of temporary and permanent closures (and seek to make this accessible). We will minimise the duration of temporary closures as much as possible.</p> <p>Permanent diversions of some paths over flood embankments will be provided via ramps that are Equality Act 2010 compliant.</p> <p>Diversions are likely to be subject to planning conditions.</p> <p>We could contact and work with organisations that help people with protected characteristics to share information.</p>	N/A
<p>Loss of green infrastructure including recreational land/open space</p>	<p>Potential adverse health effects from temporary loss of parts of Seacourt Nature Park and Kendall Copse through reduced opportunity for social cohesion, exercise and loss of restorative effects of nature. This may be felt more by some groups such as those with disabilities, the elderly, children and those on maternity leave.</p>	<p>We will provide construction and information notices to explain restrictions (and seek to make these accessible).</p> <p>We will minimise the duration of closures as much as possible.</p> <p>If we acquire open space used for public recreation through exercising the CPO process it will be replaced with exchange land.</p> <p>New access into Oatlands Recreation ground will be created for less mobile people via the footpath along the northern boundary of the field. A graded ramp will be created from the new bund into the area, which can be accessed from the existing footpath / cycleway at the north of the site along the top of the bund</p>	N/A

		<p>A new flood gate at Willow Walk will not affect fewer mobile people as it will be kept open except during floods.</p> <p>We could contact and work with organisations that help people with protected characteristics to share information.</p>	
Temporary loss of car parking spaces at Redbridge Park and Ride	<p>This may disproportionately impact people who need to use the park and ride to access support services in the area or in the city centre, should the park and ride be full when they need to use it.</p> <p>There is a blind centre near the Redbridge park and ride.</p>	<p>We are planning construction of the Scheme to have the least amount of impact possible to the park and ride.</p> <p>We will continue to work with OxCiCo to reduce any impacts on reduced parking.</p> <p>We will make sure that there are disabled parking spaces.</p> <p>We will contact the blind centre to understand if there would be an impact on those using their facilities.</p>	<p>The Scheme will help promote equality by lessening the burden of flooding on transport links important for access to medical facilities.</p>
Employment opportunities	<p>Those with protected characteristics have the potential to be discriminated against in applying for jobs on the Scheme.</p>	<p>We will continue to advertise vacancies on the Gov.uk website and be clear about our organisational values within our adverts.</p> <p>We will support online advertising of vacancies on social media platforms.</p> <p>We can contact local groups in Oxford to publicise our job advertisements, to encourage a more diverse audience to apply for positions on the project.</p>	N/A
Volunteering opportunities with our long-term scheme partner	N/A	N/A	<p>We are setting up a tenancy agreement with an environmental partner, the Earth Trust to look after the long-term management of the scheme. We envisage that this would involve the community and pave the way for different groups with protected characteristics who might not normally interact, enabling them to work together.</p>

Age			
Issues of unfair treatment because of someone's age, whatever that age is or that could foster good relations between the age groups			
Issue	Possible interference with equality	Ongoing and future solutions, mitigation or justification	Opportunities to promote equality
<p>Respondents to our consultations and event attendees have not been representative of Oxford.</p> <p>Respondents have been skewed towards older individuals.</p>	<p>Younger people may not be aware of the Scheme or of their flood risk.</p> <p>Younger people may not be able to properly contribute to discussion about the scheme.</p> <p>Young people may not feel included in our engagement.</p>	<p>There is an older population in the Scheme area than in Oxford. This may be partially a reason for our findings but cannot explain most of the difference.</p> <p>We will continue to use digital media to reach younger audiences.</p> <p>There are several organisations who support and promote youth issues and can help us reach new people.</p> <p>There are universities, schools and colleges who can be approached to increase awareness among younger people.</p> <p>We could contact and work with organisations that help elderly people.</p> <p>http://oxme.info/cms/life/voxy-voice-oxfordshires-youth www.oxfordhub.org/activities/linkages</p>	N/A
Working with schools	N/A	<p>We are planning a strategy to engage with schools and to work closely with the Community Liaison Office, who will lead this engagement, when we are closer to the construction start date.</p> <p>We plan to work with the schools before construction starts, to incorporate the Scheme into their teaching, and as a project, the following year.</p> <p>We can take advice from the teachers about how best to communicate with parents and carers and whether any material we produce needs to be in other languages, as well as English.</p>	Our work with school has the potential to increase engagement across several protected characteristics and bring different sections of the community together through the schools.

Temporary road closures or changes in road layout	Changes in road layout or road closures during construction may have a disproportionate impact on inexperienced young drivers, or less confident elderly drivers.	We will ensure all road closures or changes in road layout are well communicated to drivers and give advance warning of any such changes.	N/A
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Disability			
The Equality Act covers all disabilities, impairments and chronic long-term health conditions, including hidden disabilities. No distinction is made between physical health and mental health conditions.			
Issue	Possible interference with equality	Ongoing and future solutions, mitigation or justification	Opportunities to promote equality
Accessibility of our engagement to those with disabilities	<p>Those with physical and mental disabilities may not be able to properly contribute to discussion about the Scheme.</p> <p>Those with physical and mental disabilities may not feel included in our engagement. They might not find our communication accessible.</p>	<p>Oxford has more people who do not have a disability that limits them than other parts of the country. Nevertheless, we will be able to improve the accessibility of our engagement.</p> <p>There are opportunities to work with various organisations in Oxford. They may be able to advise on making our communications accessible to those with physical or mental health conditions or to carers. They may be able to act as our contact and help facilitate communications.</p> <p>We will continue to advertise and hold events in accessible venues. We will make it clear in advertising that accessible facilities are available.</p> <p>www.ableize.com/disabled-groups-and-clubs-by-county/oxfordshire-and-oxford/ www.dailyinfo.co.uk/oxford/help-organisations www.odcd.org.uk/ www.oxeyes.org.uk/website/</p>	N/A
Face to face communication	<p>Face to face engagement may force people to travel which they might find uncomfortable or difficult.</p> <p>Some people who find personal interaction</p>	<p>We will continue to use a range of communication techniques to inform people about the project.</p> <p>There are opportunities to work with various organisations in Oxford who may be able to advise on different communication techniques.</p> <p>www.ableize.com/disabled-groups-and-clubs-by-county/oxfordshire-and-oxford/</p>	N/A

	uncomfortable or difficult may not like face to face engagement.	https://www.dailyinfo.co.uk/oxford/help-organisations	
Changes to journey times during construction	Journey times may increase during construction due to diversions and congestion. This may disproportionately impact those with a disability who are less able to sit in a car for long periods of time.	We will provide advance notice of diversions, ensuring this information is communicated well in advance through temporary road signage and outreach with relevant disability groups. We will minimise the duration of closures and diversions as much as possible.	N/A

Gender Reassignment

Anyone who is proposing to undergo, are undergoing or have undergone a process (or part of a process) for the purpose of reassigning their sex, by changing physiological or other attributes of sex from that which was assigned to them at birth, this does not have to include medical treatment

Issue	Possible interference with equality	Ongoing and future solutions, mitigation or justification	Opportunities to promote equality
We are not currently aware of any issues.	N/A	We will investigate local groups and charities we can contact to understand if people with this protected characteristic might experience issues due to the Scheme.	N/A

Marriage and Civil Partnerships

People who are married or have a Civil Partner

Issue	Possible interference with equality	Ongoing and future solutions, mitigation or justification	Opportunities to promote equality
We are not currently aware of any issues.	N/A	We will investigate local groups and charities we can contact to understand if people with this protected characteristic might experience issues due to the Scheme.	N/A

Pregnancy and Maternity

Women who are pregnant or on Maternity Leave. While the protected period ends when the woman's maternity leave ends, there is a legal obligation to provide a safe space for breast feeding if reasonably possible. While partners are not protected, our strategic objective to be inclusive may mean that you consider the impact on partners of pregnant women or with new babies.

Issue	Possible interference with equality	Ongoing and future solutions, mitigation or justification	Opportunities to promote equality
Communicating with women who are pregnant or have a young child	<p>Pregnant women or those with a very young child may not be able to attend events. They may not feel that they can properly contribute to discussion about the Scheme as they don't know if their children will be welcome or if they'll distract them if they bring them along.</p> <p>They may have less face to face interaction with other people in the community and so not hear of events through word of mouth.</p> <p>They may require amenities such as baby changing facilities, or somewhere to sit and breast feed.</p>	<p>In Oxford mothers may be slightly older than the national or regional average.</p> <p>We will continue to advertise and hold events in accessible venues. We will make it clear in advertising that mothers and children are welcome. We will provide facilities pregnant and nursing women and children may require.</p> <p>We will continue to use online methods of communication and engagement for those who struggle to get to or access events.</p> <p>We can use community groups that support pregnant women and those with children to reach new people.</p> <p>www.ouh.nhs.uk/women/ http://oxfordshireparentingforum.blogspot.com/p/welcome.html www.dailyinfo.co.uk/oxford/guide/babybase</p>	N/A
Changes to journey times during construction	<p>Journey times may increase during construction due to diversions and congestion. This may disproportionately impact pregnant women who may experience higher levels of discomfort on longer journeys.</p>	<p>We will provide advance notice of diversions, ensuring this information is communicated well in advance through temporary road signage and outreach with relevant community pregnancy support groups.</p> <p>We will minimise the duration of closures and diversions as much as possible.</p>	N/A

Race			
Issues of unfair treatment because of someone's race, whatever that race is or that could foster good relations between different races			
Issue	Possible interference with equality	Ongoing and future solutions, mitigation or justification	Opportunities to promote equality
Understanding of English may vary	<p>Those who have poor understanding of English may not be able to properly contribute to discussion about the Scheme.</p>	<p>Understanding of English is very good in Oxford and the Scheme area.</p> <p>We may produce some material in Polish which is the most common non-English language spoken. We need to decide if</p>	N/A

	<p>Members of the local workforce that may be employed in Scheme construction may not have English as a first language.</p> <p>Non-standard signage during construction could cause a disproportionate barrier to those whose first language is not English.</p>	<p>producing material in more languages would be proportionate due to the small number of people this would target.</p> <p>We will investigate opportunities to use different languages (e.g. Polish) on temporary signage installed during construction (i.e. signposting diversion routes). We will consult with the relevant officers from local authorities for recommendations regarding this to determine whether this would be proportionate, and if so, which language(s) to display.</p> <p>We may be able to include a sentence in common languages explaining what the scheme is and that translated documents can be requested.</p> <p>The Environment Agency has a translation service available over the phone which we will use when needed.</p> <p>There are several organisations and university groups that could advise on accessibility and facilitate communication where language is a barrier.</p> <p>We will ask our contractors about how they make workforce communication clear.</p> <p>https://opaoford.org/about-us/?lang=en www.asianculturalcentre.org.uk/ www.asylum-welcome.org/ www.occac.org.uk/ http://oxfordwomenswahilicommunity.com/</p>	
<p>Certain communities may be geographically constrained</p>	<p>There are geographical areas of Oxford that are diverse.</p>	<p>We will continue to make sure that we hold and advertise events and consultations in a variety of locations.</p> <p>Our data suggests that those communities directly impacted by the Scheme are generally less diverse.</p> <p>There are several organisations and community centres that may be able to help.</p> <p>www.oxford.gov.uk/homepage/275/community_centres</p>	<p>N/A</p>

Disturbance to vehicular access for the traveller community	The permanent traveller community at Redbridge will experience long term access disturbance during Construction. During this time, vehicular access will only be possible from the western side of Old Abingdon Road, which will result in longer journey times for those travelling east from the site (as they will need to go onto the bypass and around via the hamburger roundabout).	<p>We will manage the closure of the road to minimise disturbance as far as possible.</p> <p>We will work closely with the OxCoCo liaison officer for the Redbridge traveller site.</p>	N/A
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Religion and Belief			
This includes all religion, no religion, philosophical beliefs and no beliefs			
Issue	Possible interference with equality	Ongoing and future solutions, mitigation or justification	Opportunities to promote equality
Events at religious buildings or during religious holidays	<p>Holding events in religious buildings could discourage people of no or other religion attending.</p> <p>Events at religious buildings may help reach underrepresented groups with protected characteristics.</p>	<p>We will continue to hold most of our public events in community centres that are usually religious neutral.</p> <p>We will avoid holding events on dates which clash with religious festivals, celebrations and times of rest.</p> <p>There are several religious organisations and community centres that may be able to help us consider how we could reduce impacts on people with this protected characteristic.</p>	N/A
Disturbance during construction to places of worship	<p>Construction impacts may disproportionately impact those who need access for religious observances.</p> <p>Temporary elevated noise and dust disturbance, most notably at St Lawrence Church in North Hinksey</p>	<p>We will not be closing any religious buildings throughout the construction of the Scheme.</p> <p>We will adopt Best Practicable Means to reduce noise levels during the construction works.</p> <p>We will limit use of equipment to defined working hours to minimise noise and avoid construction on Sundays, public holidays and special events/festivals.</p> <p>We will appoint a Community Liaison Officer to help deal with any disturbance issues, should they arise.</p> <p>Our contractor will work closely with the local communities so construction can be stopped for example during times when it would disrupt one-off events, such as a wedding.</p>	N/A

		<p>Planning conditions will limit the use of equipment to defined working hours to minimise noise and construction impacts. We will avoid construction on Sundays, public holidays and religious events or festivals.</p> <p>There are several religious organisations and community centres that may be able to help us consider how we could reduce impacts on people with this protected characteristic.</p> <p>www.dailyinfo.co.uk/oxford/guide/religion</p>	
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Sex			
Issues because of someone's sex, either because they are a man or because they are a woman			
Issue	Possible interference with equality	Ongoing and future solutions, mitigation or justification	Opportunities to promote equality
We are not currently aware of any issues.	N/A	We will investigate local groups and charities we can contact to understand if people with this protected characteristic might experience issues due to the Scheme	N/A

Sexual Orientation			
Issues because of someone's sexual orientation, including heterosexual as well as lesbian, gay or bisexual			
Issue	Possible interference with equality	Ongoing and future solutions, mitigation or justification for no action	Opportunities to promote equality
We are not currently aware of any issues.	N/A	<p>We will continue our attendance at Oxford Pride.</p> <p>There are several community and university LGBTQ organisations we may be able to help us reach new people.</p> <p>www.oxford.gov.uk/info/20042/equality_diversity_and_inclusion/265/lesbian_gay_bisexual_and_transgender_lgbt_people</p> <p>http://oxme.info/cms/health/lgbtq</p> <p>www.oxfordfriend.co.uk/</p>	N/A

Conclusion

The project team have considered the possible impacts from the Scheme, mitigations for the impacts and opportunities that are created to promote equality from the Scheme to be taken forward within the project taking into consideration proportionality, impact on other people, and project restrictions like resources, risks and benefits:

	Y/N	Comments
Are there opportunities to promote equality?	Y	<p>Improvements to accessibility of infrastructure above that available at present.</p> <p>Community involvement and engagement that may encourage different people with protected characteristics to work together.</p> <p>Community liaison officer may have a key role in promoting equality.</p> <p>Work with relevant local and national charities, organisations and support groups, particularly those representing PCGs, to build on previous good practice and understand how we can improve equality.</p> <p>Work with schools, colleges, universities and other institutions to improve equality.</p> <p>Ask people with protected characteristics how we can help.</p>
Are there solutions to stop or reduce the impact of issues that may interfere with equality?	Y	<p>Continuing best practice planning and implementation of engagement, design, construction and post-construction.</p> <p>Build on and improve existing best practice of engagement, design, construction and post-construction.</p> <p>Work with local charities and organisations that support those with protected characteristics.</p> <p>Monitor the opinions and feeling of those with protected characteristics.</p>
Are there mitigations to compensate for the impact of issues that may interfere with equality?	Y	See action plan
Are there any activities that will be stopped due to interference with equality?	N	From our review there are no activities that will need to be stopped due to interference with equality
Are there issues that may interfere with equality, but no action will be taken?	Y	Due to the high levels of English understanding of those who do not have English as a first language, it would not be proportional to produce material in all or most languages spoken in Oxford.
Are there opportunities to promote equality that are not reasonable to implement?	Y	<p>Translated documents for all languages spoken in Oxford.</p> <p>Community Liaison Officer to spend a lot of time on people with protected characteristics that are not prevalent in Oxford or the scheme area.</p>

Equality Analysis Action Plan

An action tracker will be used to manage the equality risks and opportunities going forward:

Oxford FAS Action Tracker

Monitoring

Activity	Monitoring type	Outcome
Enquiries	Number and type of requests for information and assistance. Feedback.	
Complaints	Number of complaints. Subject of complaints. Feedback.	
Events	Demographic information. Feedback from events and meetings.	
Liaison officer	Feedback. Action record and outcomes.	
Partners	Feedback.	
Questionnaires	Feedback. Demographic information. Changes in opinion.	
Environmental vision partner	Monitoring of inclusion and volunteers.	
Social media	Feedback. Number of shares and likes. Comments.	

Sign-off

Name of Plan	Oxford Flood Alleviation Scheme equality impact assessment
Date	02/03/23
Author	Liz Etheridge Engagement advisor, Oxford Flood Alleviation Scheme
Owner	Claire Collett Project Manager, Oxford Flood Alleviation Scheme

Head of Service level/Senior Manager	Project Director, Oxford Flood Alleviation Scheme
Name	Joanne Emberson-Wines
Date	3 March 2023
Signature	<i>JAW</i>