Appendix 6

EQUALITY IMPACT ASSESSMENT (EIA)

Abbey Fields Cycle Route Proposals - Climate Change Team

Note. All font in blue should be removed and is for guidance only. All black font should remain.
Before completing this document please refer to our guidance on the completion of Equality Impact Assessments.

Service/policy/strategy/practice/plan being assessed: Abbey Fields Cycle Route Proposals

Business Unit/Service Area: Climate Change Team

Is this a new or existing service/policy/strategy/practice/plan?
New

EIA Review team – list of members:
Graham Folkes-Skinner; Dave Elkington

Do any other Business Units/Service Areas need to be included?
Human Resources

Date of assessment: 19 September 2025

Are any of the outcomes from this assessment likely to result in complaints from existing services users, members of the public and/or employees?
Yes

DETAILS OF SERVICE/POLICY/STRATEGY/PRACTICE/PLAN

Scoping and Defining

1. **What are the aims, objectives, and outcomes of the service/policy/practice/plan?**
   The project is proposing a preferred cycle route across Abbey Fields in Kenilworth, connecting the northern and southern ends of National Cycle Network (NCN) Route 52. It will allow cyclists to share a route through the park with pedestrians providing a safer alternative to using the surrounding road routes. Allowing cycling in the park will mean pedestrians will be sharing the space with cyclists with the potential for conflict between these groups of users

2. **Who are the customers?**
   Wheelers, cyclists and pedestrians who are users of Abbey Fields

3. **How has equality been considered in the development or review so far?**
   There was a 6-week consultation in May 2025, when questions were asked about how people felt about the proposals and if the plans to install a shared path are agreed then the designs will take into account equality needs.

4. **What is the reason for the change/development?**
   As mentioned above it will connect up NCN Route 52, alongside providing direct off-road connection for cyclists between the town centre and different part of Kenilworth, alongside the two leisure centres, namely Castle Farm and Abbey Fields

5. **How does it fit with Warwick District Council's wider objectives?**
   It fits into the agreed Climate Change ambitions alongside the themes within WDC Business Strategy

6. **Why might it be important to consider equality and the protected characteristics?**
   The proposal is to provide a shared wheeling/cycling/pedestrian path which meets national design standards, but it is important that park users potentially could be of limited mobility and or vision and/or within a wheelchair. Also park users range from young to old.

Information Gathering

7. **What sources of data have you used?**
   You must keep a record of any data you have currently used as supporting evidence
   Over the history of the initiative there have been various consultations which includes the proposal to allow cycling within Abbey Fields, these are: -

   1) Kenilworth Neighbourhood Plan 2017-2019 – Kenilworth Town Council
   2) Feasibility Study of cycle route across Abbey Fields, Kenilworth – Sustrans 2016
   3) "Fields for the Future" – Warwick District Council 2019
   4) Kenilworth Town Council Cycling Strategy – Kenilworth Town Council
   5) Local Cycling and Walking Infrastructure Plan Consultation – WCC 2021.
   6) "Path for our future" survey – WDC 2025

8. **What does the data you have tell you about your customers and about protected equality groups?**

   1) Kenilworth Neighbourhood Plan 2017-2019
   This stated: -
   - "Linking through Abbey Fields is a contentious issue as it is difficult to find a suitable safe route without mixing pedestrians and cyclists though the route ranked 4th out of 10 projects in the Questionnaire. A route will only be supported subject to it being shown to be safe for pedestrians and cyclists and having a minimal impact upon heritage assets" (Paragraph 5.41)
   - "The aim should be to create safe cycling routes between the centre of Kenilworth and the external cycle paths to Warwick University, Sustrans route 52 and the proposed K2L…" (Annex A. Sustainable Transport. A.8)

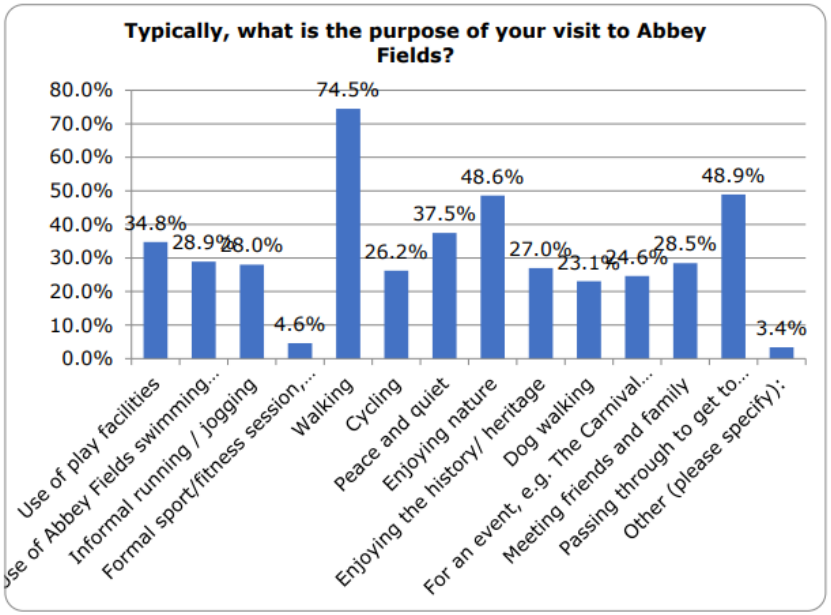
   2) Feasibility Study of cycle route across Abbey Fields, Kenilworth
   A stakeholder meeting was held on 6 September 2016, which included residents, Warwick District Council (WDC); WCC; Kenilworth Town Council; Friends of Abbey Fields; Kenilworth Cycleways. Feedback was received both at the meeting and via email and a summary relevant to the protected equality groups is below: -
   - "Safety issues with mixing pedestrians and cyclists"

- “There is a need for safe routes for children to learn to cycle and for families to enjoy the benefits of cycling”
- “Will there be lighting on the route?”

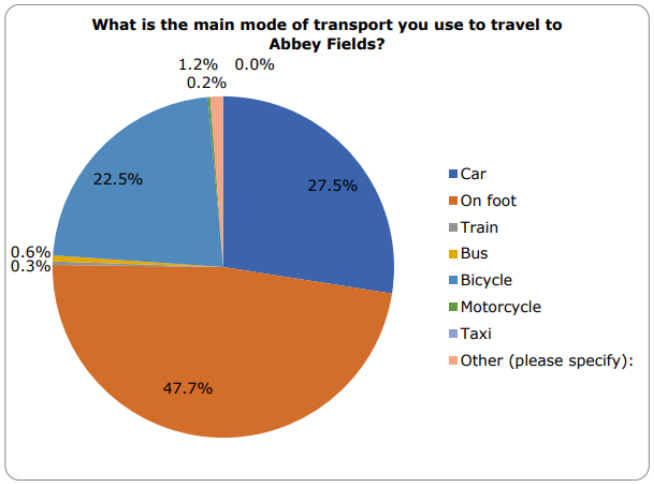
3) “Fields for our future” – Warwick District Council

There was a public consultation carried out from 4 November 2019 until 9 December 2019 which involved seven drop-in events organised by WDC. There was also the opportunity to complete a consultation survey on-line. There were questions relevant to cycling and Abbey Fields

What is your purpose for visiting Abbey Fields? (889 people responded)



What is your main mode of transport you use to travel to Abbey Fields? (895 responded)



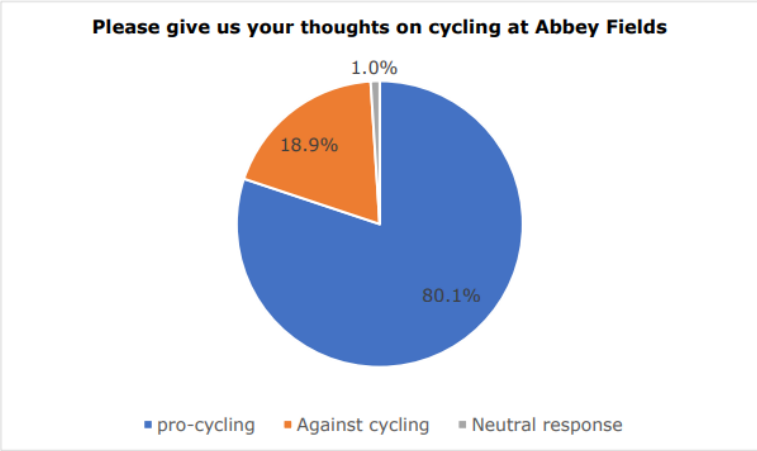
Please give your thoughts on Cycling at Abbey Fields? (790 responded)

Those in favour of cycling at Abbey Fields (633 respondents)

Of the 633 respondents in favour of Cycling at Abbey Fields there is a clear view that a separate cycle path is needed for Abbey Fields as the existing path infrastructure is not wide enough to allow safe dual usage

Those against cycling at Abbey Fields (149 respondents)
Examples of their comments are below: -
“Do not allow cycling as it is a danger to walkers and children”
“I believe a cycle route should run around the eastern / south-eastern side of the park... linking Castle Farm to the green way... but not though the middle of the park!”

“I am a cyclist but believe Abbey Fields should remain cycle free.”
“No bikes in/through the centre of the Fields due to children playing and walkers.”
“Perhaps a cycle path that connects the Greenway to the town centre avoiding the busy roads that runs discreetly up one side of the park.”
“Do not allow. Cyclists can push their bikes for that short distance.”
“A recipe for disaster! Will change AF forever losing the environmental qualities and peaceful attributes that reside there now”



4) Kenilworth Town Council Cycling Strategy

The relevant section of this strategy about a cycle route across Abbey Fields states: -
“The desire to create a cycle route through Abbey Fields enjoys considerable support locally. With the planned Leisure Developments at Abbey Fields and Castle Farm the idea has added importance as part of a potential green travel plan to service the new facilities. Whilst the issue has proved contentious with some people, removing restrictions on cycle access to this area of the town is seen as vital to facilitate East-West travel and form better connectivity.”

5) Local Cycling and Walking Infrastructure Plan Consultation – WCC 2021

Kenilworth Town Council Cycling Delivery Group submitted the comment about Abbey Fields from their Cycling Strategy, se above.

6) **A Path for our Future Survey – 2025**

Warwick District Council undertook a 6-week public consultation held between May and June 2025.
Submission could be made online or via paper surveys left at Kenilworth Library or posted to Warwick District Council.
There were 6 consultation events in Kenilworth during this period, and the consultation was promoted via several channels including roadside banners, posters in shops in the town centre, local newspapers, WDC and Kenilworth Town Council newsletters, local schools and social media.
The consultation received 1,028 responses.
A summary of the results can be found in Appendix 4 of this Cabinet Report

9. What do you need to know more about?

- The Path for our Future provided good information on people's concerns about the proposal, which was largely to do with the potential conflict between users of Abbey Fields.
- If approval is given to the shared path, then the final design needs to minimise the risk of conflict, especially around the swimming pool.

10. How could you find this out and who could help you?

- Liaison between Warwickshire County Council, Sustrans and potentially Friends of Abbey Fields Group

Engagement and Consultation

11. Who have you consulted with from protected equality groups?

The public consultation endeavoured to reach out to as much of the local community as possible, during the 6-week period

12. Who else could you consult with?

As mentioned in 10 above it would be desirable to involved the relevant individuals from Friends of Abbey Fields in the final design details if the proposal gets approved

13. Who can help you to do this?

Current project team

Monitor and Evaluate

14. Who have you consulted with from protected equality groups?

The promotion of the 6-week public consultation, entitled "A Path for our future" endeavoured to seek out the appropriate social media pages, newsletters etc. that would encompass as wider part of the local population as possible.

15. Analysis of impact and potential actions:

<table>
<tr><th rowspan="2">Protected characteristics from the Equality Act 2010</th><th rowspan="2">What do you know? Summary of data about/feedback from your service-users and/or staff</th><th colspan="2">What does this mean?</th><th rowspan="2">What can you do?
All potential actions to:
• Eliminate discrimination/mitigate negative impact
• Advance equality of opportunity
• Foster good relations</th></tr>
<tr><th>Positive impacts identified (actual and potential)</th><th>Negative impacts identified (actual and potential)</th></tr>
<tr><td>Age</td><td>Those who are likely to be more affected by the proposals are young children or older people. As a percentage of the overall population Kenilworth Abbey & Arden Ward has a higher proportion in the age group 65+ years (26% compared to 21% in Warwickshire)</td><td>By allowing cycling in Abbey Fields, it provides less confident cyclists, such as children or older people, a safe environment to cycle. Allowing cycling on this route in the park will provide an environment for older people to cycle</td><td>Older people who feel vulnerable/less safe sharing sections of Abbey Fields with cyclists may stop using the park.
Families with young children may consider the park's environment being less safe when sharing with cyclists and may stop visiting the amenity</td><td>The 6-week consultation "Path for our future" asked for the age of the respondents and a summary is below: -

<table><tr><th>Age Range</th><th>Response Total</th><th>Response Percent</th></tr><tr><td>16-24</td><td>26</td><td>2.5%</td></tr><tr><td>25-34</td><td>49</td><td>4.8%</td></tr><tr><td>35-44</td><td>157</td><td>15.3%</td></tr><tr><td>45-54</td><td>202</td><td>19.7%</td></tr><tr><td>55-64</td><td>233</td><td>22.7%</td></tr><tr><td>65-74</td><td>222</td><td>21.6%</td></tr><tr><td>75 and over</td><td>138</td><td>13.4%</td></tr></table></td></tr>
</table>

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<tr><td></td><td></td><td>Positive impacts identified (actual and potential)</td><td>Negative impacts identified (actual and potential)</td><td></td></tr>
<tr><td></td><td></td><td>safely and remain active. This may encourage more people to cycle and use Abbey Fields</td><td></td><td>The shared path will be designed in line with national guidelines and create a wider and flatter surface on which to wheel, cycle or walk on. If approved the current pedestrian path will remain, providing the opportunity for a degree of segregation.
Control measures will be put in place for the path around the swimming pool, which is of particular concern to potential users</td></tr>
<tr><td>Disability</td><td>People who are less mobile, have balance problems or have hearing or visual impairments may feel more vulnerable/less safe sharing Abbey Fields with cyclists</td><td>By creating an off-road cycle facility through Abbey Fields will provide people who do not feel confident in cycling with a safe route to use.
Mobility carriages will be able to use the shared path, reducing conflict with pedestrians or exposure to risk to road traffic.
Shared path could offer increased independence for many people with disabilities, who may potentially be able</td><td>By allowing cycling along a route in Abbey Fields there is a risk that disabled people, and other vulnerable groups are concerned for their safety and avoid using Abbey Fields
Concerns raised through the various consultations related to the shared use environment and the safety of pedestrians.</td><td>The 6-week consultation “Path for our future” asked the question: -
“Are you a wheelchair or pushchair user, or do you visit the park with a wheelchair/pushchair user?”
The results are below: -
<table><tr><th>Answer</th><th>Response Percent</th><th>Response Total</th></tr><tr><td>Yes</td><td>10.2%</td><td>105</td></tr><tr><td>No</td><td>89.8%</td><td>922</td></tr></table>
Control measures will be put in place for the path around the swimming pool, which is of particular concern to potential users</td></tr>
</table>

Protected characteristics from the Equality Act 2010	What do you know? Summary of data about/feedback from your service-users and/or staff	What does this mean?		What can you do? All potential actions to: • Eliminate discrimination/mitigate negative impact • Advance equality of opportunity • Foster good relations
		Positive impacts identified ***(actual and potential)***	Negative impacts identified ***(actual and potential)***	
		to walk or cycle but might feel unsafe cycling on or crossing roads		
Sex	It is not considered that this protective characteristic will experience disproportionate, negative, neutral, or positive impact by the scheme to allow cycling in Abbey Fields	Improved cycling facilities could potentially reduce the barrier to men or women cycling		As above
Race	It is not considered that this protective characteristic will experience disproportionate, negative, neutral, or positive impact by the scheme to allow cycling in Abbey Fields			No impact
Religion or belief	It is not considered that this protective characteristic will experience disproportionate, negative, neutral, or positive impact by the scheme to allow cycling in Abbey Fields			No impact
Gender Re-assignment	It is not considered that this protective characteristic will experience disproportionate, negative, neutral, or positive impact by the scheme to allow cycling in Abbey Fields			No impact

Protected characteristics from the Equality Act 2010	What do you know? Summary of data about/feedback from your service-users and/or staff	What does this mean?		What can you do? All potential actions to: • Eliminate discrimination/mitigate negative impact • Advance equality of opportunity • Foster good relations
		Positive impacts identified ***(actual and potential)***	Negative impacts identified ***(actual and potential)***	
Pregnancy and Maternity	New parents but more particularly their young children may be more adversely affected than the general population as they may be less aware of their surroundings, potentially walking into the path of an approaching cyclist it left unsupervised	By allowing cycling in a section of the park, it provides less confident cyclists, such as families with young children, a safe environment to cycle. Encouraging greater use of sustainable modes of transport will help lower levels of air pollutants in the area, benefitting health	Women who are pregnant, may feel more vulnerable/less safe sharing sections of the park with cyclists may stop using the park. New parents with young children may consider the park's environment being less safe when sharing the route with cyclists and may stop visiting the amenity	There is a certain amount of information contained in the question referenced in Disability above, which asked about pushchair use
Sexual orientation	It is not considered that this protective characteristic will experience disproportionate, negative, neutral, or positive impact by the scheme to allow cycling in Abbey Fields			No impact
Marriage and Civil Partnership *(Note: only in relation to due regard to eliminating*	It is not considered that this protective characteristic will experience disproportionate, negative, neutral, or positive impact by the scheme to allow cycling in Abbey Fields			No impact

Protected characteristics from the Equality Act 2010	**What do you know? Summary of data about/feedback from your service-users and/or staff**	**What does this mean?**		**What can you do?** All potential actions to: • Eliminate discrimination/mitigate negative impact • Advance equality of opportunity • Foster good relations
		Positive impacts identified ***(actual and potential)***	Negative impacts identified ***(actual and potential)***	
unlawful discrimination)				

16. Outcomes of Equality Impact Assessment

Action	Timescale	Responsibility
The control measures for minimising potential conflict, especially around the swimming pool, will be investigated	To be confirmed	WDC
The detailed design will ensure that all the mitigation requirements highlighted in the national standards for cycle infrastructure are met	To be confirmed	WDC
When the scheme and associated mitigation measures come into effect WDC will work with cycle groups to enforce a self-management approach to cycling, whilst engage with all park users to highlight and challenge unacceptable behaviour by cyclists	To be confirmed	WDC

Date of next review: Ongoing

Name and signature of Officer completing the EIA:

Graham Folkes-Skinner

Name and signature of Head of Service:

Dave Elkington

NEXT STEPS: Once completed, share the document with your Head of Service to gain their signature.