

Equality Analysis (EA)

Financial Year
2019/20

Section 1 – General Information (Aims and Objectives)

See
Appendix A

Current decision
rating



Wapping Liveable Streets

The Liveable Streets programme is part of the council's Love Your Neighbourhood portfolio which aims to make Tower Hamlets a better place for residents, businesses and visitors, by encouraging more walking, cycling and public transport and restricting rat-running traffic.

The project will make fundamental changes to the infrastructure on the street as well as the travel behaviour of residents, businesses and visitors to Tower Hamlets.

This will be done through a variety of on-street infrastructure projects across the borough, such as changes to road layouts to give priority to walking, cycling and public transport. These projects will be supported by soft measures to promote active travel. Tower Hamlets' streets will be healthy, and more residents and visitors will travel actively.

Key Objectives

- Improve the look and feel of public spaces
- Improve the environment to encourage more walking and cycling
- Significantly reduce through traffic on local residential streets

Equality Impact Assessment (EqIA)

Impact Assessment is an analysis of a proposed change to assess whether it has a disproportionate impact on persons who share a protected characteristic. The council undertakes Equality Impact Assessments on significant changes to policy or services that could have a disproportionate impact on individuals or groups that share a protected characteristic under the **Equality Act 2010**.

The Equality Act 2010 introduced the Public Sector Equality Duty. This requires all public bodies, including local authorities, to have due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act
- Advance equality of opportunity between people who share a protected characteristic and those who do not
- Foster good relations between people who share a protected characteristic and those who do not.

The protected characteristics as defined by the Equality Act 2010 are as follows:

- Age
- Disability
- Sex
- Gender reassignment
- Marriage and civil partnership
- Religion or belief
- Race
- Sexual orientation
- Pregnancy and maternity

It may also be appropriate to consider the impact of the proposal on other groups not 'protected' under the Equality Act including parents/carers and/or socio-economic groups.

1. It helps the council meet our Public Sector Equality Duty by:

- a. Identifying any equality impacts on people who share a protected characteristic
- b. Identifying any differences in impact between different groups
- c. Identifying opportunities to advance equality within the council
- d. Encouraging officers to consider equality issues within their service.

2. It helps the council put its Equality Policy into practice by:

Advancing equality of opportunity by undertaking equality analysis to assess the impact of our decisions on our community.

3. It helps inform the decision-making process by:

Identifying alternative approaches, which may mitigate any negative impacts and help promote greater equality of services.

Context

The Wapping Liveable Streets proposals aim to implement changes to local road network in the Wapping area. This includes improving pedestrian provision through the area to improve the environment for residents, businesses and visitors.

The Wapping Liveable Streets project began in April 2019. The scheme is expected to run for 12-24 months depending on the volume of works required to achieve the scheme outcomes.

The proposed changes have come from suggestions by local residents, businesses and stakeholders following an early engagement period (from 29 April to 27 May 2019), co-design workshops (11 July, 16 July and 14 September 2019) as well as engineering assessments carried out by the Design Team.

Liveable Streets – Wapping – Proposals

Scheme 1 – Wapping Lane

Widening footways on both sides of Wapping Lane and provide continuous crossings at all side road junctions between Wapping High Street and Chandler Street. Decluttering the street, remove excessive guardrails and bollards and improve street lighting. Dropped kerbs at key locations will be installed to ensure accessibility for all.

In order to provide an improved walking route between the Wapping Lane shops and Wapping Station, we will be widening the footways on Cinnamon Street and converting the street to one-way between Wapping Dock Street and Wapping Lane.

Install a new raised table at the junction with Chandler Street. Proposal to provide a pocket park opposite Wapping Green, with new seating, planting and lighting.

Scheme 2 - Wapping High Street and Station

Improved pedestrian space around Wapping Station to create a space that is safer and nicer to walk, providing clear routes to and from the shops on Wapping Lane. Proposals include wider footways and a new pedestrian crossing outside Wapping Station. To accommodate the crossing, there will be a net loss of one parking space near the station in Wapping Dock Street.

A closure is also proposed at the southern end of Wapping Dock Street that will help create a better walking route to the shops. This will create additional space for the proposed pedestrian crossing, more planting and cycle parking close to the station.

Proposal to widen the footway along the southern side of Wapping High Street between Wapping Wall and Pier Head. Declutter the footways, remove bollards where necessary to provide sufficient width (in line with Department for Transport standards), and ensure that there are sufficient dropped kerbs on both sides of the road to provide a continuous pedestrian route.

There will be a net loss of three parking spaces along the rest of Wapping High Street (excluding outside the station as above) in order to widen the footways.

Scheme 3 - School Street Initiatives

Proposal for a road closure with planting between Hellings Street and Lilley Close to provide a safe crossing location from Hermitage Primary School to Hellings Street open space. This will not only ensure the safety of the children but will also have positive impact on their health as less cars and planting will help improve air quality.

Outside St Peter's London Docks Primary School it is proposed to widen footways at the junction of Wapping Wall and Garnet Street. This will improve the pedestrian environment and safety by reducing the crossing distance, as well as reducing vehicle speeds turning out of Wapping Wall

Scheme 4 - Highway and pedestrian improvements

Pennington Street

Convert Pennington Street to one-way eastwards between Virginia Street and Artichoke Hill. Contraflow cycling will be permitted so that cyclists can travel in both directions along the street. Converting this section of Pennington Street to one-way will reduce through traffic and idling vehicles. This proposal includes protective islands at the junction of Artichoke Hill and Pennington Street and Virginia Street and The Highway to improve safety for contraflow cyclists

Vaughan Way

Improvements to the pedestrian crossing environment across the Vaughan Way and Kennet Street junction. We propose to tighten the corners, reducing the crossing distance for pedestrians and slowing vehicles.

Shadwell walking route

Proposals to improve street lighting along this passage to make the area feel safer as it will discourage anti-social behaviour.

Redmead Lane

Convert the section of Redmead Lane between Wapping High Street and the canal route access to one-way to accommodate footway widening and better access to the canal route.

Glamis Road

The crossing point north of the bridge will be upgraded to a zebra crossing with a cycle bypass.

Parking changes

Make changes to the parking restrictions for the spaces on both sides of Wapping High Street between Orange Court and Redmead Lane. Due to anti-

social behaviour in this area, we will extend the hours of permit holder only parking in the evening, with the new time suggested of 8:30am to 10pm, Monday to Friday.

Introduce new parking bays in the following locations:

- Four new parking bays outside 3 Wapping High Street
- Three new parking bays outside Seville House, 11 Wapping High Street
- Three new parking bays outside 22 Wapping High Street

Accessibility Improvements

Improve the pedestrian environment throughout Wapping, ensuring footways are accessible. Identified many areas where lack of dropped kerbs and bollards hinders safe and easy travel. Key locations have been identified as part of the scheme.

Conclusion - To be completed at the end of the Equality Analysis process

Main conclusions and key recommendations of this EqIA

Following completion of this EqIA scoping assessment, the Wapping Liveable Streets proposals do not significantly or disproportionately impact on any of the relevant groups. The primary objective of the proposals is to reduce motor vehicle dominance through the Wapping area that form barriers for active travel and change the current traffic dominated environment into one that prioritises sustainable journeys. The proposals concentrate on improving provision for pedestrians by improving accessibility across the area. Particularly access to the local retail area and public transport modes and aims to improve the quality and safety of these spaces for all users.

The Wapping proposals do not adversely impact on any particular group and can reduce the barriers for all groups to accessing the transport system.

As the project proceeds, the EqIA will be reviewed and updated accordingly.

Name: Mehmet Mazhar
(signed off by)

Date signed off:
(approved)

Service area:
Public Realm

Team name:
Highways

Service manager:
Mehmet Mazhar

Name and role of the officer completing the EA:
Chris Harrison – Programme Director – Liveable Streets

Section 2 – Evidence (Consideration of Data and Information)

What initial evidence do we have which may help us think about the impacts or likely impacts on service users or staff?

The Liveable Streets programme includes a number of engagement phases, during each phase additional feedback is received which contributed to the overall development of the project. The early engagement and workshop reports can be found online via www.towerhamlets.gov.uk/liveablestreets

Further development of the scheme has been developed based on evidence and reports from numerous council departments including:

- Public Health
- Air Quality
- Community Safety

Additional data was obtained including:

- Collision data
- Traffic count data
- Pedestrian count data
- Air Quality data
- Anti-Social Behaviour hotspot mapping

Further data was obtained from

- Early engagement events and surveys
- Meetings with key stakeholder groups including emergency services
- Co-design workshops
- Public consultation events and surveys

Section 3 – Assessing the Impacts on the 9 Groups

Race

Tower Hamlets is a vibrant and diverse borough. The 2011 Census indicated that Black and Minority Ethnic (BAME) communities make up 55% of the borough's population, compared to the London average of 40%. Such residents are more likely to undertake journeys by walking or by public transport than white Londoners, however, they are more likely to be concerned about their personal security and safety than white Londoners, especially at night.

BAME Londoners, both adults and children are almost twice as likely as white Londoners to be injured on the roads as a car occupant and reducing this statistic is a priority. BAME road users also have the highest risk of being a pedestrian casualty. White Londoners are at higher risk with being involved in a cycle collision than other groups of cyclists.

BAME Londoners are also less likely than white Londoners to say that they feel safe from road accidents when walking around London, either during the day or at night.

Initial Assessment

In general, it was considered that people from different racial backgrounds are positively impacted by the Wapping area changes.

With a high proportion of BAME residents who currently make sustainable journeys, the improvements in road safety and to the public realm delivered by the Liveable Streets scheme, will improve existing conditions for these journeys, benefitting these communities.

Improved public spaces and walking and cycling routes through the area including improvements to street lighting along these corridors will reduce fear of and actual crime in these areas and will deliver accessibility advantages to people from this group using sustainable modes.

Preliminary design stage

At preliminary design stage there have been no alterations to proposals to materially change the initial assessment for this group.

Age

Older people

People's ability to use sustainable modes of travel can be reduced because of age-related health conditions. Despite Tower Hamlets having the lowest proportion of residents aged over 65 (6.1% (5.9% St K. & Wapping)), this is still an issue that must be considered. Older people may find it difficult undertaking short distances on foot or using public transport, due to impaired ability and/or poorly maintained footways. Traffic calming schemes that reduce vehicle speed can increase feelings of personal safety and lead to an increased uptake in walking.

Long walking times to access public transport can be a barrier for older people and boarding and alighting public transport can be physically challenging for this group. As part of Transport for London's (TfL) bus stop accessibility programme, 98% of all bus stops in Tower Hamlets are fully accessible.

Older people may be more dependent on private motor cars for their transport needs, often used in conjunction with a Blue Badge parking permit. Schemes which limit or reduce car provision could have a negative impact on this group. However, access to local amenities and use of roads will not change under the Wapping proposals. Although older people, residents, businesses and visitors may be required to take an alternative route.

There is a requirement to ensure older people have access to facilities such as hospitals and GPs surgeries and this is considered in accessibility planning carried out by the borough, which stresses the need for these services to be served by good public and private transport facilities. As mentioned above, all access will be allowed, via alternative routes.

Older people may in some cases have difficulty accessing online material. During early engagement in April/May 2019, two drop-in sessions were held and advertised via leaflets delivered to every property within the Wapping area. The drop-ins were held at St Peter's

London Docks Primary School, Garnet Street, London, E1W 3QT on Saturday 18 March 10am-12noon, and another at John Orwell Sports Centre, Tench St, Wapping, London E1W 2QD on Tuesday 21 May 5-7pm. Drop-in sessions were also held during Public Consultation to ensure that everyone had the opportunity to ask questions and provide feedback in person.

Initial Assessment

In general, it was not considered that people of different age groups were particularly disproportionately impacted by Wapping proposals.

Preliminary Design Stage

At preliminary design stage there have been no alterations to proposals to materially change the initial assessment for this group.

All areas will still be accessible via motor vehicle and provision of disabled parking adjacent to these areas will be pursued.

Improvements to footway provision within the area will increase independent travel opportunities for users in this group.

Improved footways and dropped kerbs increase accessibility to independent travel for this group increasing their opportunities to enjoy outdoor space and the benefits that that brings.

Proposed pedestrian route works, road safety improvements and street lighting will deliver accessibility advantages to people from this group using sustainable modes.

Children

The travel mode of children has changed significantly over the last twenty years, with a decrease of children travelling as pedestrians or cyclists. With 20% of the borough being aged under 16 (10.9% St K & Wapping), this is a group that can be particularly affected by changes to transport. To a large extent, parents determine the mode choice of children. Traffic infrastructure has a significant impact on parental decision-making concerning children's travel mode choice, by affecting both the real and the perceived traffic safety. Real traffic safety can be quantified in terms of numbers of collisions on the street, whilst perceived traffic safety is dependent upon the characteristics of their children and how safe they feel they will be travelling on the highway unsupervised.

Children require physical activity to ensure their healthy development. A survey published by the DfT in 2013 (National Travel Survey: 2012), identified that almost half of English primary school children (46%) are driven to school and the average length of trip was 1.8 miles. A National Health Service (NHS) survey carried out in 2013 (Health Survey for England – 2013) determined that three in ten children aged between two and fifteen are overweight or obese.

Physical activity in young people can be encouraged through the development of a safe environment which is not traffic dominated. The Wapping proposals aim to reduce the rat-running traffic and improve the pedestrian environment through Wapping which in turn should provide a safer environment for children to use more sustainable modes of travel with and without parental supervision.

Additionally, the public transport network in Wapping also is likely to be improved by removing non-essential traffic and therefore improving network reliability.

All areas will still be accessible via motor vehicle and provision of disabled parking adjacent to these areas will be retained. Improvements to footway provision within the area will increase independent travel opportunities for users in this group.

Improved footways and dropped kerbs increase accessibility to independent travel for this group increasing their opportunities to enjoy outdoor space and the benefits that that brings. Proposed pedestrian route works, road safety improvements and street lighting will deliver accessibility advantages to people from this group using sustainable modes.

Additional improvements will be made outside schools to improve pedestrian priority, safety and encourage sustainable journeys which will further benefit users of sustainable modes in this group. Reductions in traffic dominance will improve conditions for children walking/cycling/scooting to and from school.

Initial Assessment

In general, it was not considered that people of different age groups were particularly disproportionately impacted by Wapping proposals.

Preliminary Design Stage

At preliminary design stage there have been no alterations to proposals to materially change the initial assessment for this group.

Additional improvements, including “School Streets” will be made outside schools to improve pedestrian priority and encourage sustainable journeys which will further benefit users of sustainable modes in this group.

Reductions in traffic dominance will improve conditions for children walking/cycling/scooting to and from school.

Improved footways and dropped kerbs increase accessibility to independent travel for this group increasing their opportunities to enjoy outdoor space and the associated.

Proposed pedestrian route works, road safety improvements and street lighting will deliver advantages to people from this group using sustainable modes.

Gender

The population of Tower Hamlets is 51.5% male and 48.5% female, with significant imbalances in some age ranges. Research carried out by TfL in 2014 identified that women make a greater number of journeys per weekday than men. Trips made by women tend to be shorter and completed using different types of transport than journeys made by men.

Initial Assessment

In general, it was not considered that people with different genders were particularly disproportionately impacted by Wapping proposals.

The Wapping proposals aim to provide an environment which feels less threatening to all users. The local public transport network, buses, is also likely to benefit from improved reliability. This in turn can increase the feeling of safety for female users who are more likely to feel worried near public transport hubs.

Improved public spaces and walking and cycling routes through the area including improvements to street lighting along these key corridors will reduce fear of and actual crime in these areas.

However, access via motor vehicle will also be available at all times should residents feel it unsafe making a journey at a particular time or in particular conditions.

Improved walking and cycling routes, street lighting and improved public spaces will deliver accessibility advantages to people from this group using sustainable modes.

Preliminary Design Stage

At preliminary design stage there have been no alterations to proposals to materially change the initial assessment for this group.

Religion or belief

The St Katharine's and Wapping ward had the highest proportion of Christian residents (40.3 per cent) and the highest proportion of residents who explicitly stated that they had no religion (26.3 per cent).

In addition, at 13.9 per cent of the population, the ward had the lowest proportion of Muslim residents in the borough

Initial Assessment

In general, it was not considered that people from different religious groups were particularly disproportionately impacted by Wapping proposals.

Access to all places of worship, are maintained, however those using vehicles to access their place of worship may be required to take an alternative route.

Preliminary Design Stage

At preliminary design stage there have been no alterations to proposals to materially change the initial assessment for this group.

Improved walking access, road safety improvements, street lighting and improved public spaces will deliver accessibility advantages to people from this group using sustainable modes.

Disability

A disability can reduce an individual's walking range and affect their ability to use the public transport system. In 2011, the disability rate in Tower Hamlets was at 135 per 1,000 residents.

The introduction of equality legislation during the last twenty years and improved access to public spaces means disabled people have greater opportunities, visibility and aspirations than ever before. For many disabled people, having the ability to travel on public transport means independence and the freedom to take control of their own lives. Disability is a key characteristic that determines travel behaviour and is often associated with more negative or problematic experiences of travel, along with more limited perceptions of viable alternatives. Research commissioned by the DfT in 2017, found that people with disabilities more frequently used buses and taxis as a mode of transport than other travel modes.

Initial Assessment

In general, it was not considered that people with different disabilities were particularly disproportionately impacted by Wapping proposals.

Walking, whether as a means of transport or as a walk to bus and train stops, can be made easier for mobility impaired people through intelligent engineering that incorporates dropped kerbs, controlled pedestrian crossings and tactile paving, within a well-maintained, clutter-free public highway that avoids excessive gradients and crossfalls. Traffic calming schemes that reduce vehicle speed can increase feelings of personal safety and lead to an increased uptake in walking.

People with disabilities may be more dependent on private motor cars for their transport needs, often used in conjunction with a Blue Badge parking permit.

Schemes which limit or reduce car provision without improvements to public transport could have a negative impact on this group. However, access to local amenities and use of roads will still be available in the Wapping area. Although older people, residents, businesses and visitors travelling by motor vehicle may be required to take an alternative route.

There is a requirement to ensure disabled people have access to facilities such as hospitals and GPs surgeries and this is considered in accessibility planning carried out by the Council, which stresses the need for these services to be served by good public and private transport facilities.

Taxis will also still be able to operate as access to customers, surgeries, and other amenities will be maintained, via alternative routes.

Disabled people and people with learning disabilities will benefit from community transport services including Shopmobility and the provision of door-to-door transport services (for example the Taxicard scheme). These services will also still be able to access properties via alternative routes.

Proposed continuous and widened footways in the retail area on Wapping Lane will provide significant accessibility gains for all users but particularly disabled users.

Improved footways and dropped kerbs increase accessibility to independent travel for this group increasing their opportunities to enjoy outdoor space and the benefits that that brings. Proposed pedestrian route works, road safety improvements and street lighting will deliver accessibility advantages to people from this group using sustainable modes.

Preliminary Design Stage

At preliminary design stage there have been no alterations to proposals to materially change the initial assessment for this group.

Improved footway and pedestrian priority provision to be delivered will increase opportunities for independent travel for users in the group. Continuous and widened footways in the retail area on Wapping Lane will provide significant accessibility gains for all users but particularly disabled users.

Proposed pedestrian route works, road safety improvements and street lighting will deliver accessibility advantages to people from this group using sustainable modes.

Sexual Orientation

Initial Assessment

In general, it was not considered that people with different sexual orientations were particularly disproportionately impacted by Wapping proposals.

Preliminary Design Stage

At preliminary design stage there have been no alterations to proposals to materially change the initial assessment for this group.

Gender Reassignment

Initial Assessment

In general, it was not considered that people who have undergone gender reassignment were particularly disproportionately impacted by Wapping proposals.

Preliminary Design Stage

At preliminary design stage there have been no alterations to proposals to materially change the initial assessment for this group.

Pregnancy and Maternity

Initial Assessment

In general, it was not considered that people who are pregnant or on maternity and paternity were particularly disproportionately impacted by Wapping area changes.

Reducing through traffic in the area will improve localised air quality which is beneficial to pregnant woman and those on maternity/paternity leave, and also babies and small children.

Additionally, the public transport network in Wapping will be improved by removing non-essential traffic and therefore improving network reliability.

Preliminary Design Stage

At preliminary design stage there have been no alterations to proposals to materially change the initial assessment for this group.

Marriage and Civil Partnerships

Initial Assessment

In general, it was not considered that people in marriages or civil partnerships were particularly disproportionately impacted by Wapping proposals.

Preliminary Design Stage

At preliminary design stage there have been no alterations to proposals to materially change the initial assessment for this group.

Socio-economic

At the time of the last Census, over two thirds of the ward's working aged population were classified as working in managerial and professional occupations (2,986 residents).

There was an almost even split between the higher managerial & professional (2,986 residents) and lower managerial & professional (2,806 residents).

The area is above the London and England averages for these groups.

Initial Assessment

In general, it was not considered that other socio-economic groups were particularly disproportionately impacted by Wapping proposals.

Preliminary Design Stage

At preliminary design stage there have been no alterations to proposals to materially change the initial assessment for this group.

Target Groups	Impact – Positive or Adverse	Reason(s)
	<p>What impact will the proposal have on specific groups of service users or staff?</p>	<ul style="list-style-type: none"> • Please add a narrative to justify your claims around impacts and, • Please describe the analysis and interpretation of evidence to support your conclusion as this will inform decision making <p>Please also how the proposal will promote the three One Tower Hamlets objectives?</p> <ul style="list-style-type: none"> -Reducing inequalities -Ensuring strong community cohesion -Strengthening community leadership
Race	Positive	As BAME road users have the highest risk of being a pedestrian casualty these proposals are considered have a positive impact for this group.
Age	Positive	<p>Older people: Although some journeys by motor vehicle may longer in time and distance this is deemed to be offset by the improvements for independent travel provided by the proposed improvements.</p> <p>Children: Improved footway provision and improvements in road safety due to a reduction in vehicle volumes and speeds will provide positive outcomes for this group</p>
Gender	Positive	Improvements to the public realm and walking routes, including street lighting, will improve conditions for walking, cycling and the use of public transport in the area. As all addresses are still accessible by motor vehicle journeys at all times journeys can still be made by motor vehicle in circumstances where a resident may not feel safe walking, cycling or using public transport.
Gender Reassignment	No Impact	The proposals are not considered to have any particular impact on this group
Sexual Orientation	No Impact	The proposals are not considered to have any particular impact on this group
Religion or Belief	No Impact	Access to all places of worship are maintained as a part of these proposals however journeys by motor

		vehicle may increase in distance and time. Improved walking and cycling routes and access to public transport will be improved by the proposed works this providing safety and access improvements to these users.
Disability	Positive	Improved footway and pedestrian priority provision to be delivered will increase opportunities for independent travel for users in the group. Continuous and widened footways in the retail area on Wapping Lane will provide significant accessibility gains for all users but particularly disabled users.
Marriage and Civil Partnerships.	No Impact	The proposals are not considered to have any particular impact on this group
Pregnancy and Maternity	No Impact	The proposals are not considered to have any particular impact on this group
Other Socio-economic	No Impact	The proposals are not considered to have any particular impact on this group

Section 4 – Mitigating Impacts and Alternative Options

From the analysis and interpretation of evidence in section 2 and 3 - Is there any evidence or view that suggests that different equality or other protected groups (inc' staff) could be adversely and/or disproportionately impacted by the proposal?

No

If yes, please detail below how evidence influenced and formed the proposal? For example, why parts of the proposal were added / removed?

N/A

Section 5 – Quality Assurance and Monitoring

Have monitoring systems been put in place to check the implementation of the proposal and recommendations?

Yes

How will the monitoring systems further assess the impact on the equality target groups?

The scheme will be monitoring and reviewed post implementation, the EqIA for this project will be updated based on the actual project build as the scheme progresses. As part of the implementation process other bodies and partners will be included to ensure further assessment of possible impacts is reviewed.

Does the policy/function comply with equalities legislation?
(Please consider the [OTH objectives](#) and [Public Sector Equality Duty](#) criteria)

Yes

If there are gaps in information or areas for further improvement, please list them below:

As mentioned above, should there be any gaps these will be addressed by carrying out the engagement with other key bodies and parties.

How will the results of this Equality Analysis feed into the performance planning process?

The results of this document inform the proposals based on the consultation results for the Wapping project.

Section 6 - Action Plan

*As a result of these conclusions and recommendations what actions (if any) **will** be included in your business planning and wider review processes (team plan)? Please consider any gaps or areas needing further attention in the table below the example.*

Recommendation	Key activity	Progress milestones including target dates for either completion or progress	Officer responsible	Progress
Monitor and review the scheme, during implementation and completion over a 18month period.	Final consultation results and final proposals to be shared with all in the consultation area and available online.	Summer 2020	MM	TBC
Full review to take place 3 years after the commencement of the project.	Independent review to be carried out.	2022	MM	TBC

Appendix A

(Sample) Equality Assessment Criteria

Decision	Action	Risk
As a result of performing the analysis, it is evident that a risk of discrimination exists (direct, indirect, unintentional or otherwise) to one or more of the nine groups of people who share <i>Protected Characteristics</i> . It is recommended that the use of the policy be suspended until further work or analysis is performed.	Suspend – Further Work Required	Red 
As a result of performing the analysis, it is evident that a risk of discrimination exists (direct, indirect, unintentional or otherwise) to one or more of the nine groups of people who share <i>Protected Characteristics</i> . However, a genuine determining reason may exist that could legitimise or justify the use of this policy.	Further (specialist) advice should be taken	Red Amber 
As a result of performing the analysis, it is evident that a risk of discrimination (as described above) exists and this risk may be removed or reduced by implementing the actions detailed within the <i>Action Planning</i> section of this document.	Proceed pending agreement of mitigating action	Amber 
As a result of performing the analysis, the policy, project or function does not appear to have any adverse effects on people who share <i>Protected Characteristics</i> and no further actions are recommended at this stage.	Proceed with implementation	Green: 