

# Equality Analysis (EA)

## Section 1 – General Information (Aims and Objectives)

Name of the proposal including aims, objectives and purpose:

*(Please note – for the purpose of this doc, 'proposal' refers to a policy, function, strategy or project)*

### Local Implementation Plan – 3 Year Delivery Plan Update

The aim is to ensure the refreshed Delivery Plan delivers an approach that is consistent with the equality objectives contained in the Local Implementation Plan (LIP) as approved by Cabinet on the 11th May 2011.

The LIP was originally accompanied by an Equalities Impact Assessment (EqIA) as part of an overarching Integrated Impact Assessment which also contained a Health Impact Assessment and Strategic Environmental Assessment. The EqIA considered the impact of the LIP proposals on equalities issues, in particular disadvantaged or potentially excluded groups of people. This approach was adopted as a way of combining the common aspects of different assessment processes and techniques, and merging them into one assessment. A further explanation of this relationship is contained in the body of the main report accompanying this EA.

The eight extant objectives to be met are:-

- LBTH1: To promote a transport environment that encourages sustainable travel choices
- LBTH2 :To ensure the transport system is safe and secure for all in the borough
- LBTH3: To ensure the transport system is efficient and reliable in meeting the present and future needs of the borough's population
- LBTH4: To reduce the impact of transport on the environment and wellbeing
- LBTH5 : To ensure travel is accessible for all
- LBTH6 : To encourage smarter travel behaviour
- LBTH7: To better integrate land use and transport planning policy and programmes
- LBTH8 : To contribute towards protecting and advancing the Borough's cultural and heritage assets

This EA will help refresh the EqIA which will accompany the submission of the Delivery Plan to Transport for London.

### ***Who is expected to benefit from the proposal?***

The ***ethnically diverse*** population of Tower Hamlets, workforce and visitors to the borough are likely to benefit in the short to long term as a result of the interventions contained in the delivery plan and the adopted policies contained within the LIP.

In terms of accessibility, many of the proposed schemes can help improve access to and links between employment, leisure facilities, educational and training opportunities for a ***wide range of people***.

Schemes to improve the streetscape and enhance shopping areas may attract new businesses thereby providing ***employment opportunities for local people***.

Measures to improve access for ***disabled people*** including footway improvements, better pedestrian crossing provision, de-cluttering of the streets and raised kerbs etc. Improvements to station approaches and links to stations will help people to use these services. In addition to this, several measures relate to improving bus stop accessibility, better pedestrian crossing points and improved walkways which will be of particular benefit to more ***elderly people*** who may previously have felt unable to travel by public transport due to access difficulties. Improved cycling and walking facilities will also improve accessibility across the borough.

Low incomes in the borough impact on the level of trip-making by residents and the range of travel options available to them. A significant number of measures relate to improving pedestrian and cycling facilities including linkages between areas and cycle training. This can encourage more people, particularly **those on low incomes**, to travel more within and outside of the borough and could also better connect them to higher income employment opportunities and training.

**Black and Minority Ethnic** (BME) communities (the Bangladeshi community in particular) tend to make a greater proportion (as compared to the average for all ethnicities) of their journeys by bus and walking, and a lesser proportion by national rail, underground, taxi, driving or cycling. Improving access to public transport and improving the condition of walkways therefore particularly benefits BME communities.

The pedestrian environment in many district and neighbourhood centres where there is a large BME presence historically tends to be of poor quality. Several interventions aim to improve the streetscape and town centres which increase their attractiveness creating an improved living environment thereby potentially enhancing residents' quality of life.

Improving connections between areas and to transport options, and creating safer streets, can eliminate barriers and reduce inequalities amongst **all races / ethnicities**.

**Transgendered** people often suffer from discrimination including bullying and hate crime, and are considered to be a highly vulnerable group. Fear of crime on transport is therefore a significant issue for them. The schemes proposed do not address crime on transport directly but do provide for improved safety on the streets and improvements to access routes to stations which can reduce fear of crime in these locations.

Many of the schemes are associated with public realm enhancements and streetscape improvements which improve the living environment for **residents** and can provide for a better quality of life.

There are a significant number of **people currently out of work** within Tower Hamlets and so the benefits achieved by these measures are likely to be great.

Interventions concerned with road safety initiatives are also likely to result in **benefits to the population of the borough**. These include both safety improvements to existing infrastructure and safety awareness initiatives as well as the implementation of improved street lighting and CCTV.

**Service area:**

Public Realm

**Team name:**

Transport & Highways

**Service manager:**

Margaret Cooper

**Name and role of the officer completing the EA:**

Margaret Cooper, Head of Transport & Highways

## 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?

Tower Hamlets Second Local Implementation Plan (LIP2) and the associated public and statutory consultation report.

LBTH LIP2 Integrated Impact Assessment.

LIP 2 Mandatory Indicators – Mode Share, Bus Service Reliability, Asset Condition, Road Traffic Casualties, and CO2 Emissions.

LBTH Strategic Plan.

Local Development Framework.

London Plan.

TfL Travel in London Report.

TFL Road Safety Action Plan for London

## Section 3 – Assessing the Impacts on the 9 Groups

### How will what you're proposal impact upon the nine Protected Characteristics?

For the nine protected characteristics detailed in the table below please consider:-

- **What is the equality profile of service users or beneficiaries that will or are likely to be affected?**

-Use the Council's approved diversity monitoring categories and provide data by target group of users or beneficiaries to determine whether the service user profile reflects the local population or relevant target group or if there is over or under representation of these groups

- **What qualitative or quantitative data do we have?**

-List all examples of quantitative and qualitative data available

*(include information where appropriate from other directorates, Census 2001 etc)*

-Data trends – how does current practice ensure equality

- **Equalities profile of staff?**

-Indicate profile by target groups and assess relevance to policy aims and objectives e.g. Workforce to Reflect the Community. Identify staff responsible for delivering the service including where they are not directly employed by the council.

- **Barriers?**

-What are the potential or known barriers to participation for the different equality target groups? Eg, communication, access, locality etc

- **Recent consultation exercises carried out?**

-Detail consultation with relevant interest groups, other public bodies, voluntary organisations, community groups, trade unions, focus groups and other groups, surveys and questionnaires undertaken etc. Focus in particular on the findings of views expressed by the equality target groups. Such consultation exercises should be appropriate and proportionate and may range from assembling focus groups to a one to one meeting.

- **Additional factors which may influence disproportionate or adverse impact?**

-Management Arrangements - How is the Service managed, are there any management arrangements which may have a disproportionate impact on the equality target groups

- **The Process of Service Delivery?**

-In particular look at the arrangements for the service being provided including opening times, custom and practice, awareness of the service to local people, communication

Please also consider how the proposal will impact upon the 3 One Tower Hamlets objectives:-

- Reduce inequalities
- Ensure strong community cohesion
- Strengthen community leadership.

**Please Note -**

Reports/stats/data can be added as Appendix

Target Groups	Impact – Positive or Adverse  What impact will the proposal have on specific groups of service users or staff?	Reason(s) <ul style="list-style-type: none"> <li>• Please add a narrative to justify your claims around impacts and,</li> <li>• Please describe the analysis and interpretation of evidence to support your conclusion as this will inform decision making</li> </ul> <p>Please also how the proposal will promote the three One Tower Hamlets objectives?</p> <ul style="list-style-type: none"> <li>-Reducing inequalities</li> <li>-Ensuring strong community cohesion</li> <li>-Strengthening community leadership</li> </ul>
Race	Positive	<ol style="list-style-type: none"> <li>1. BME communities (the Bangladeshi community in particular) tend to make a greater proportion (as compared to the average for all ethnicities) of their journeys by bus and walking, and a lesser proportion by national rail, underground, taxi, driving or cycling. Improving access to public transport and improving the condition walkways particularly benefits BME communities.</li> <li>2. The pedestrian environment in many district and neighbourhood centres where there is a large BME presence historically tends to be of poor quality. Several interventions aim to improve the streetscape and town centres which increase their attractiveness creating an improved living environment thereby potentially enhancing residents' quality of life. Improving connections between areas and to transport options, and creating safer streets, can eliminate barriers and reduce inequalities amongst all races / ethnicities.</li> <li>3. TfL's Road Safety Action Plan for London highlights the fact that nearly 40 per cent of Londoners are from BAME groups, and there are large areas of deprivation in the Capital. Londoners who live in the most deprived areas, and those from BAME groups suffer a disproportionately high number of road casualties Research has shown that the strongest relationship between deprivation and injury risk is for pedestrians: the most deprived are more than twice as likely to be injured as the least deprived. Delivery Plan interventions concerned with road safety initiatives are also likely to result in benefits to the population of the borough. These include both safety improvements to existing infrastructure and safety awareness initiatives as well as the implementation of improved street lighting and CCTV. These measures are likely to bring benefits across the borough, as well as more localised benefits in areas where safety improvements to infrastructure are to be carried out.</li> </ol>
Disability	Positive	<ol style="list-style-type: none"> <li>1. Disabled people are more likely to experience poorer services, live in poverty, be in unsuitable housing, have fewer educational qualifications, be unemployed and experience prejudice and abuse. Tower Hamlets is the second most deprived borough in London, the 4th most deprived borough in the country and has the highest rates of child poverty in London. Poverty sits at the heart of inequality and is intrinsically linked to disability inequality in Tower Hamlets; it disproportionately affects the lives and life opportunities of disabled people, particularly those from Black and Minority Ethnic (BME) communities who are for the most part the poorest in the borough (THBC, 2010).</li> </ol>

		<p><b>2.</b> Measures to improve access for disabled people including footway improvements, better pedestrian crossing provision, de-cluttering of the streets and raised kerbs etc, bus stop accessibility and “all-ability” cycling programmes are outlined within the delivery plan. For those who are reliant upon road based transport (taxi-card/bus/car) to get around, reductions in the number of road journeys by others may help to reduce congestion and improve the reliability of essential journeys.</p> <p><b>3.</b> Consultation for the LIP has raised that cyclist / pedestrian conflict can be an issue and a safety concern, and this may be a particular issue for pedestrians with disabilities and mobility issues. However, this is being addressed by the promotion of cycle proficiency and training to encourage responsible cycling, and using best practice guidance in designing cycle infrastructure with pedestrians in mind.</p>
Gender	Positive	<p><b>1.</b> Women tend to make more journeys but travel shorter distances on average than men, and are more likely to walk or use buses for their main means of transport. Women are also less likely to cycle, or use trains or the Underground (TfL, 2010).</p> <p><b>2.</b> Therefore as women tend to be more reliant on the need for safe walking, cycling and public transport systems the measures to improve the streetscape can make the areas safer both in practice and perception.</p> <p><b>3.</b> Many of the delivery plan schemes proposed look to address issues in accessibility and particularly to enhancing walkways and access to public transport and cycling, which fits well with the gender profile. Although not directly focused at women’s travel patterns, it should improve access to stations and bus facilities so benefiting women.</p> <p><b>3.</b> In addition, schemes to improve lighting and CCTV can make people feel safer.</p>
Gender Reassignment	Positive	<p>Transgendered people often suffer from discrimination including bullying and hate crime, and are considered to be a highly vulnerable group. Fear of crime on transport is therefore a significant issue for them. The schemes proposed do not address crime on transport directly but do provide for improved safety on the streets and improvements to access routes to stations which can reduce fear of crime in these locations.</p>
Sexual Orientation	Positive	<p><b>1.</b> Consultation for the LIP with the LGBT community raised that homophobia / transphobia is perceived to be greater in Tower Hamlets than in other boroughs, and that there is a strong barrier to public transport use as the LGBT community do not wish to expose themselves to further risk. Fear of crime on transport is therefore a significant issue for them. The schemes proposed do not address crime on transport directly but do provide for improved safety on the streets and improvements to access routes to stations which can reduce fear of crime in these locations.</p> <p><b>2.</b> As mentioned above, schemes to improve street lighting and provision of CCTV in some areas will reduce fear of crime. In addition, streetscene improvements and public realm enhancements will provide a more attractive environment and further reduce fear of crime. In this context CCTV and improved lighting would be helpful covering the routes from gay venues to nearby bus-stops and stations, which the Council will seek to incorporate into these programmes where practical.</p>

Religion or Belief	Positive	<p>1. Overall the measures to improve accessibility also have the potential to improve access to religious buildings. The borough's demographics show a significant overlap between ethnicity and religion –please refer to comment above regarding race.</p>
Age	Positive	<p>1. The schemes contained in the delivery plan help to address safety issues through a number of measures to reduce vehicle speeds and make areas of the borough more pedestrian-friendly which is particularly pertinent to vulnerable groups such as children and the elderly.</p> <p>2. Road Safety education and training programmes are also targeted at these age groups.</p> <p>3. Improvements to station approaches and links to stations will help people, particularly young adults to use these services. In addition to this, several measures relate to improving bus stop accessibility, better pedestrian crossing points and improved walkways which will be of particular benefit to more elderly people who may previously have felt unable to travel by public transport due to access difficulties.</p> <p>4. Age and disability is often linked for older age groups and a number of common interventions are noted in the Disability heading.</p> <p>5. A number of the proposed schemes can help improve access to and links between educational, leisure and health facilities (directly or indirectly) thereby improving opportunities for a wide range of people to access services and giving them a degree of independence.</p>
Marriage and Civil Partnerships.	Positive	<p>There are no specific policies relating to this group in isolation other than access to religious establishments covered under “Religion &amp; Belief”.</p>
Pregnancy and Maternity	Positive	<p>According to London Underground research, a third of pregnant women travelling on the underground are never offered a seat and expectant mothers can wait an average of five stops before being offered a seat. In 2008, the Mayor of London launched priority seating on the underground with new priority signs and stickers to encourage people to give up their seats for pregnant women and the disabled (TfL). Improved access overall will potentially make travel less arduous.</p>
Other Socio-economic Carers	Positive	<p>1. Benefits for the unemployed will be achieved by improving the community's access to public transport thereby providing better access to training and employment opportunities throughout London.</p> <p>2. A significant number of measures in the delivery plan relate to improving pedestrian and cycling facilities including linkages between areas. This can encourage more people, particularly those on low incomes, to travel more affordably within and outside of the borough and could also better connect them to higher income employment opportunities and training.</p>

## Section 4 – Mitigating Impacts and Alternative Options

From the analysis and interpretation of evidence in section 2 and 3 - Is there any evidence of or view that suggests that different equality or other protected groups (inc' staff) could have a disproportionately high/low take up of the new proposal?

NO

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

*(Please note – a key part of the EA process is to show that we have made reasonable and informed attempts to mitigate any negative impacts. AN EA is a service improvement tool and as such you may wish to consider a number of alternative options or mitigation in terms of the proposal.)*

## 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 LIP has a range of mandatory and non-mandatory targets that have been formally adopted and these will form the basis of our monitoring.

In addition the Transport & Highways Project Board will monitor project delivery.

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:

N/A

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

Findings from the Equality Analysis will help inform the final version of the delivery plan and feed into the Transport & Highways Service Plan.

## 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.*

<b>Recommendation</b>	<b>Key activity</b>	<b>Progress milestones including target dates for either completion or progress</b>	<b>Officer responsible</b>	<b>Progress</b>
<b>Example</b>  1. Better collection of feedback, consultation and data sources  2. Non-discriminatory behaviour	1. Create and use feedback forms. Consult other providers and experts  2. Regular awareness at staff meetings. Train staff in specialist courses	1. Forms ready for January 2010 Start consultations Jan 2010  2. Raise awareness at one staff meeting a month. At least 2 specialist courses to be run per year for staff.	1.NR & PB  2. NR	

<b>Recommendation</b>	<b>Key activity</b>	<b>Progress milestones including target dates for either completion or progress</b>	<b>Officer responsible</b>	<b>Progress</b>
Further strengthen links with the Council's Accessible Transport Form	Obtain feedback on effectiveness of measures and adapt programmes accordingly	Report twice a year	Tony Davis Team Leader Transportation	Initial plans endorsed by the Forum, and agenda item to be programmed by the Chair

## Section 7 – Sign Off and Publication

<b>Name:</b> (signed off by)	
<b>Position:</b>	
<b>Date signed off:</b> (approved)	

## Section 8 Appendix – FOR OFFICE USE ONLY

This section to be completed by the One Tower Hamlets team

### Policy Hyperlink :

<b>Equality Strand</b>	<b>Evidence</b>
Race	THBC, 2009a TfL Travel Demand Survey 2007 LTDS Household Survey
Disability	THBC, 2010
Gender	THBC 2009b, TfL 2010, TfL 2008
Gender Reassignment	THBC 2009a, TfL 2010
Sexual Orientation	THBC 2009a
Religion or Belief	THBC 2009c
Age	THBC 2009b, LTDS Household Survey, TfL 2010
Marriage and Civil Partnerships.	
Pregnancy and Maternity	TfL 2008
Other Socio-economic Carers	Index of Multiple Deprivation Lower Level Super Output Areas NOMIS, 2009 Office of National Statistics 2007

<b>Link to original EQIA</b>	<b>Link to original EQIA</b>
<b>EQIAID</b> <b>(Team/Service/Year)</b>	

## EQUALITY ANALYSIS QUALITY ASSURANCE CHECKLIST

<b>Name of 'proposal' and how has it been implemented</b> (proposal can be a policy, service, function, strategy, project, procedure, restructure/savings proposal)	<b>Local Implementation Plan – 3 Year Delivery Plan Update</b>  <b>Approval of a funding bid to fL that if successful with result in interventions as outlined in the report</b>
<b>Directorate / Service</b>	<b>CLC Public Realm</b>
<b>Lead Officer</b>	<b>Margaret Cooper Head of Transport &amp; Highways</b>
<b>Signed Off By</b>	<b>Jamie Blake</b>

Stage	Checklist Area / Question	Yes / No / Unsure	Comment (If the answer is no/unsure, please ask the question to the SPP Service Manager or nominated equality lead to clarify)
<b>1</b>	<b>Overview of Proposal</b>		
a	Are the outcomes of the proposals clear?	Yes	
b	Is it clear who will be or is likely to be affected by what is being proposed (inc service users and staff)? Is there information about the equality profile of those affected?	Yes	
c	If there a narrative in the proposal where NO impact has been identified? Please note – if a Full EA is not be undertaken based on the screen or fact that a proposal has not been 'significantly' amended, a narrative needs to be included in the proposal to explain the reasons why and to evidence due regard	Yes	
<b>2</b>	<b>Monitoring / Collecting Evidence / Data and Consultation</b>		

a	Is there reliable qualitative and quantitative data to support claims made about impacts?	Yes	
	Is there sufficient evidence of local/regional/national research that can inform the analysis?	Yes	
b	Has a reasonable attempt been made to ensure relevant knowledge and expertise (people, teams and partners) have been involved in the analysis?	Yes	
c	Is there clear evidence of consultation with stakeholders and users from groups affected by the proposal?	Yes	
<b>3</b>	<b>Assessing Impact and Analysis</b>		
a	Are there clear links between the sources of evidence (information, data etc) and the interpretation of impact amongst the nine protected characteristics?	Yes	
	Is there a clear understanding of the way in which proposals applied in the same way can have unequal impact on different groups?	Yes	
b	Has the assessment sufficiently considered the three aims of the Public Sector Equality Duty (PSED) and OTH objectives?	Yes	
<b>4</b>	<b>Mitigation and Improvement Action Plan</b>		
a	Is there an agreed action plan?	Yes	
b	Are all actions SMART (Specific, Measurable, Achievable, Relevant and Time Bounded)	Yes	
c	Are the outcomes clear?	Yes	
d	Have alternative options been explored	n/a	
<b>6</b>	<b>Quality Assurance and Monitoring</b>		
a	Are there arrangements in place to review or audit the implementation of the proposal?	Yes	
b	Is it clear how the progress will be monitored to track impact	Yes	

	across the protected characteristics??		
<b>7</b>	<b>Reporting Outcomes and Action Plan</b>		
a	Does the executive summary contain sufficient information on the key findings arising from the assessment?	Yes	
<b>8</b>	<b>Sign Off and Publication</b>		
a	Has the Lead Officer signed off the EA? Please note – completed and signed off EA and Quality Assurance checklists to be sent to the One Tower Hamlets team	Yes	

<b>Any other comments</b>			
<b>Signature</b>		<b>Date</b>	

*Please keep this document for your records and forward an electronic version to the One Tower Hamlets Team*