

Appendix D: Equality Analysis

Financial Year
2019/20

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)

Tower Hamlets Transport Strategy 2019-2041

Vision:

Tower Hamlets has a healthy, safe and environmentally friendly transport system that is accessible and affordable for all who live, work, study and do business in the borough.

We will create an environment in Tower Hamlets that enables more people to walk, cycle and take public transport. People in the borough will feel safe to travel and enjoy our streets and public spaces

See
Appendix A

Current decision
rating



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

(the exec summary will provide an update on the findings of the EA and what outcome there has been as a result. For example, based on the findings of the EA, the proposal was rejected as the impact on a particular group was unreasonable and did not give due regard. Or, based on the EA, the proposal was amended and alternative steps taken)

Name:

(signed off by)

Date signed off:

(approved)

Service area:

Public Realm, Place

Team name:

Highways and Traffic Management

Service manager:

Mehmet Mazhar, Business Manager, Highways and Traffic Management

Name and role of the officer completing the EA:

Keiko Okawa, Senior Strategy and Policy Manager, Strategy, Policy and Performance, Governance

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?

- All data and evidence to develop the draft Strategy are included in the attached evidence pack.
- To inform the development of the draft strategy for consultation, we have carried out extensive engagement with the community and stakeholders, including:
 - Internal stakeholder workshop (January 2019)
 - Focus group discussions with residents (March 2019),
 - School travel event (March 2019)
 - Health and Wellbeing Board and Growth and Economic Development Board (March 2019)
 - Transport Strategy Summit attended by external stakeholders, partners, councillors and residents (April 2019)
 - REAL Networking Event and a workshop (April and May 2019)
 - A workshop at Toynbee Hall (May 2019)
 - One-to-one meetings with business stakeholders (May 2019)
- We conducted public consultation of the draft Strategy from July till September 2019. Feedback collected through the following consultation activities:
 - Residents telephone survey (1,100 residents)
 - Businesses telephone survey (500 businesses: closed 22 September)
 - Online survey (1,257 responses)
 - Consultation events
 - 20 August – Jubilee Mall, Canary Wharf, 3-7pm
 - 28 August – outside Whitechapel Idea Store, 3-7pm
 - 5 September – Shadwell DLR, 3-7pm
 - 9 September – Tesco Bromley By Bow, 3-7pm
- The table below shows proportions of respondents who said “yes” to the six priorities of the strategy. The residents phone survey and online survey show strong support for them.

	Residents phone survey	Online survey	Business phone survey
Priority 1: Make Tower Hamlets the best place to walk and cycle in London	81%	81%	56%
Priority 2: Reduce dependency on cars in favour of walking, cycling and public transport	73%	81%	36%
Priority 3: Work collaboratively to ensure transport services meet the needs of residents, visitors and businesses and support growth of the economy	93%	89%	89%
Priority 4: Create an environment where people are safe and feel confident to travel in Tower Hamlets	98%	95%	91%
Priority 5: Improve air quality and make our surroundings quieter, more inviting and more appealing	96%	91%	89%
Priority 6: Make travel in Tower Hamlets accessible and affordable for all	98%	91%	93%

- Detailed analysis of the consultation feedback is in Appendix A.

Section 3 – Assessing the Impacts on the 9 Groups

Please refer to the guidance notes below and evidence how you're proposal impact upon the nine Protected Characteristics in the table on page 3?

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	Reason(s)
Race	Positive	<p>Please add a narrative to justify your claims around impacts and,</p> <ul style="list-style-type: none"> 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 <p>As the vision of the strategy states, the strategy aims to create an environment in Tower Hamlets that enables more people to walk, cycle and take public transport and where people will feel safe and to travel and enjoy our streets and public spaces. Aligned with the London Mayor’s “Healthy Streets” approach, the strategy aims to relieve road congestion and overcrowding on public transport, improve air quality and increase physical activity by prioritising human health in the design of our streets so that streets are more people centric.</p> <p>The evidence pack for the strategy identifies:</p> <ul style="list-style-type: none"> White residents were more likely than Bangladeshi residents to cycle (26% vs 11%). 12.9% of the borough’s South Asian population who are over 70 years old have been diagnosed with Asthma, compared with 8.3% of White and 5.2% of the black population of the same age group. <p>Physical activity decreases risks of disease and ill health, including high blood pressure, type 2 diabetes, coronary heart disease, anxiety and depression. By promoting active travel modes (e.g. walking and cycling) as part of the strategy implementation, health and wellbeing of residents will be improved. As Bangladeshi residents’ take-up of cycling is disproportionately low, this group will be particularly benefited by this strategy.</p> <p>Research also shows that poor air quality can worsen asthma symptoms. Better air quality that this strategy aims for will prevent people who have asthma from having worsened symptoms. As disproportionately more South Asian population who are over 70 years old have been diagnosed with asthma, this group will especially be benefited from the strategy implementation.</p>

Disability	Positive	<p>The strategy includes Priority 6: Make travelling in Tower Hamlets more accessible and affordable for all. The development of this priority has been informed by a number of engagement sessions including the Summit, workshops with REAL and Toynbee Hall. As the draft strategy states, poor road quality and infrastructure were reported as issues for disabled residents and those with mobility issues. The evidence pack for the strategy identifies that disabled people are five times more likely to be injured on roads than non-disabled people.</p> <p>The draft strategy states that “Tower Hamlets is committed to seeing an accessible transport network delivered for all; to enable people from all walks of life to have the freedom to travel, reduce the isolation experienced by many older and disabled people and makes it easier for people to access employment and education opportunities” and “All road users, including essential services and vulnerable road users, will have sufficient access to our streets through the Blue Badge scheme, parking for carers and travel training for those with learning disabilities”. It also states that the council work with partners to develop schemes that increase access to mobility aids and increase availability and access to repair and maintenance services. Such schemes will improve accessibility of people with mobility issues.</p> <p>The residents phone survey and online survey respondents are represented by this group. 13% (138 out of 1100) of the residents phone survey and 11% (134) of the online survey respondents claimed they had disabilities.</p>
Gender	Positive	<p>The strategy promotes sustainable transport modes i.e. walking, cycling and use of public transport. The evidence pack identifies that female residents are much less likely to cycle than male (14% vs 26%) and female cyclists are more prone to sexual harassment and have concerns about appearance related issues when cycling.</p> <p>Safety is identified as key to promote sustainable transport modes in the Strategy. Creating a safer environment for walking, cycling and public transport use is considered under “Priority 1: Make Tower Hamlets one of the best places to walk and cycle in London”; road safety, cycle safety and tackling crime and ASB under “Priority 4: Create and an environment where people feel safe and confident when travelling in the borough”. The Strategy aims to deliver a safe road environment for all and advocates community safety initiatives by the council and partners. A safe road environment and improved community safety will benefit all including this group.</p> <p>In England, evidence shows that 25% of women and 20% of men are physically inactive. Increased take-up of sustainable transport modes will help reduce physical inactivity.</p>

Gender Reassignment	Positive	<p>As the vision of the Strategy states, the strategy aims to create an environment in Tower Hamlets that enables more people to walk, cycle and take public transport and where people will feel safe and to travel and enjoy our streets and public spaces. The Strategy aims to deliver a safe road environment for all and advocates community safety initiatives by the council and partners.</p> <p>We have not identified any data in the context of this strategy that show people who have had gender reassignment are disproportionately represented. A safe road environment and improved community safety that the Strategy aims to achieve will benefit all including this group.</p>
Sexual Orientation	Positive	<p>As the vision of the Strategy states, the strategy aims to create an environment in Tower Hamlets that enables more people to walk, cycle and take public transport and where people will feel safe and to travel and enjoy our streets and public spaces. The Strategy aims to deliver a safe road environment for all and advocates community safety initiatives by the council and partners.</p> <p>We have not identified any data in the context of this strategy that show people who have different sexual orientation are disproportionately represented. A safe road environment and improved community safety that the Strategy aims to achieve will benefit all including this group.</p>
Religion or Belief	Positive	<p>As the vision of the Strategy states, the strategy aims to create an environment in Tower Hamlets that enables more people to walk, cycle and take public transport and where people will feel safe and to travel and enjoy our streets and public spaces. The Strategy aims to deliver a safe road environment for all and advocates community safety initiatives by the council and partners.</p> <p>We have not identified any data in the context of this strategy that show people who have different religion or belief are disproportionately represented. A safe road environment and improved community safety that the Strategy aims to achieve will benefit all including this group.</p>
Age	Positive	<p>The evidence pack shows that air pollution affects people throughout their lifetime from pregnancy to elderly age. Better air quality that we are going to achieve through this strategy will give positive impact on all age groups, in particular South Asian population over 70 years old. Higher proportion of South Asian population who are over 70 years old (13%) have been diagnosed with asthma, compared with White (8%) and black population (5%) of the same age group.</p> <p>The strategy supports investing in infrastructure to support walking and cycling. There is evidence to show that such investment can increase physical activity levels and improve mobility among children,</p>

		adults and older adults. In 2016/17, 22.8% of adults aged 19 and above in Tower Hamlets were classified as physically inactive (less than 30 moderate intensity equivalent minutes per week). The strategy will help increase physical activity levels of children, adults and older adults, which will be beneficial for their health and wellbeing.
Marriage and Civil Partnerships.	Positive	<p>As the vision of the Strategy states, the strategy aims to create an environment in Tower Hamlets that enables more people to walk, cycle and take public transport and where people will feel safe and to travel and enjoy our streets and public spaces. The Strategy aims to deliver a safe road environment for all and advocates community safety initiatives by the council and partners.</p> <p>We have not identified any data in the context of this strategy that show people who are married or have had civil partnership are disproportionately represented. A safe road environment and improved community safety that the Strategy aims to achieve will benefit all including this group.</p>
Pregnancy and Maternity	Positive	Research shows that air pollution causes low birth weight. Low birth weight increases the risk of childhood mortality and of developmental problems for the child and is associated with poorer health in later life. Better air quality that the strategy aims to achieve will help reduce incidents of low birth weight.
Other Socio-economic Carers		

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?

(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.)

Where you believe the proposal discriminates but not unlawfully, you must set out below your objective justification for continuing with the proposal, without mitigating action.

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 delivery of an action plan, which will be developed following the adoption of the strategy, will be regularly monitored by an appropriate group.

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:

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

The delivery of an action plan, which will be developed following the adoption of the strategy, will be regularly monitored by an appropriate group.

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
Example				
1. Better collection of feedback, consultation and data sources	1. Create and use feedback forms. Consult other providers and experts	1. Forms ready for January 2010 Start consultations Jan 2010	1.NR & PB	
2. Non-discriminatory behaviour	2. Regular awareness at staff meetings. Train staff in specialist courses	2. Raise awareness at one staff meeting a month. At least 2 specialist courses to be run per year for staff.	2. NR	

Recommendation	Key activity	Progress milestones including target dates for either completion or progress	Officer responsible	Progress
n/a				

