

**DRAFT LOCAL IMPLEMENTATION PLAN
APPENDIX B**

Equality Impact Assessment

1. Introduction

- 1.1 The Second Local Implementation Plan (LIP2) provides a framework for the borough's strategic transportation and traffic policy. The document sets out how the Council intends to locally implement the Mayor's Transport Strategy. This is a statutory document as required under the GLA Act 1999.

Name and contact details of the officer(s) responsible for the assessment

David Moorhouse / Misha Byrne
Dept of Regeneration, Enterprise and Skills
6th Floor, Crown Building
48 Woolwich New Road
SE18 6HQ

2. Purpose

- 2.1 The Mayor's Transport Strategy has a clear commitment to providing a transport system which is inclusive and meets the needs of all its users. Greenwich Council fully supports this approach.
- 2.2 This document, the Second Local Implementation Plan (LIP2) supersedes the first Local Implementation Plan which ran from 2005-2011. The LIP2 document will cover the period 2011-2014.
- 2.3 The LIP2 and the Mayor's Transport Strategy have been designed to promote inclusion and equality. There are some areas where particular groups may be more vulnerable in terms of using the transportation system.

3. Equality Duties

- 3.1 Equality legislation that the Council must comply with includes:
- Race Relations Act 1976 (amended in 2000 and 2003)
 - Disability Discrimination Acts 1995 and 2005
 - Sex Discrimination Act 1976
 - Human Rights Act 1998
 - Employment Equality (Sexual Orientation, Religion & Belief) Regulations 2003
 - The Equality Act 2006

4. The main aims of the proposed service / policy

- 4.1 Beyond fulfilling its statutory obligations, the Council is committed to eliminating unfairness, promoting social inclusion and equality of opportunity; and promoting good relations between different sectors of society more widely.

4.2 Through delivery of the Local Implementation Plan, the aim is to:

- Increase sustainable travel capacity and opportunities for trips to and from key growth and employment centres within the Borough
- Improve the condition of principal roads (to sit within the top quartile of London roads).
- Improve the health of residents by promoting Active Travel-increasing walking and cycling.
- Increase walking, cycling and public transport access by reducing crime, fear of crime and antisocial behaviour through design and public realm improvements.
- Reduce the number of people killed and seriously injured on the Boroughs roads, and reduce the overall number of pedestrian and cycle casualties
- Ensure the network enables all residents to access health, education (including 16+ establishments), employment, social and leisure facilities within the Borough (this includes improving links to Olympic sites and the legacy this provides for the Borough).
- Improve transport provision and the quality of the transport environment in areas that show high indices of multiple deprivation.
- Reduce Greenwich's contribution to climate change and work to improve the Borough's air quality. Reduce transport-related CO2 emissions, tackle congestion, smooth traffic flow and increase the proportion of trips made by sustainable modes.
- Implement Crossrail complementary measures to allow better access to already committed infrastructure
- Continue to promote and support a package of Thames River Crossings (including Crossrail) to improve access to key employment areas and address severance in the east of the Borough.
- Work towards the implementation of express bus routes both in and beyond the borough to improve orbital links and journey times for public transport users in the Borough.
- Improve North/South public transport links within the Borough.

5. How will a decision on the proposals be made?

5.1 Public consultation and committee approval.

6. When will a decision to be made?

The following timescale has been set out.

I.1.1 July 2010	I.1.2 Briefing meeting and working draft to lead Councillor/cabinet Member
I.1.3 September	I.1.4 Report of Objectives and Spending Plans to Highways Committee
I.1.5 October	I.1.6 Greenwich officer internal consultation
I.1.7 December	I.1.8 First Draft to Informal Leader's meeting and Labour Group for comments
I.1.9 20 th December	I.1.10 Submission of first Draft to TfL and commence public consultation
I.1.11 February 2011	I.1.12 Post consultation revisions completed
I.1.13 March	I.1.14 Revised document submitted for Members approval
I.1.15 April	I.1.16 Approved document submitted to TfL for sign off

7. Initial screening

An initial screening indicated that the proposals would have an impact on different equality strands. These are set out in Appendix I.

8 Impact Assessment

Three key questions have been formulated to guide the direction of this Impact Assessment. A review of the existing data will look at:

1. How will the service ensure that equality issues are built into the work it does?
2. How will the service encourage and ensure that other council services are building equality and diversity into the work they do?
3. How will the service ensure that diverse communities are consulted about strategic and policy development?

- 8.1 Each of the questions above is examined individually in order to undertake an impact assessment for the equality strands which include;

Race / Ethnicity
Gender
Disability
Age
Sexual Orientation

9. How will the service ensure that equality issues are built into the work it does?

9.1 Data and Evidence

9.1.1 Race and Ethnicity

9.1.2 Greenwich's ethnic communities make up 33% of the entire population (2007, Building Communities), of which Black African population constitutes the highest proportion at 11%. Over half the school population in the borough (52%) are of ethnic descent.

9.1.3 Members of black and ethnic minority ethnic communities and women may be more vulnerable to some kinds of assault on the streets and when using public transport. Anti-social behaviour can have a significant negative impact on people's perceptions of safety. The Borough will work with TfL and other partners to look at measures for improvements to behaviour. Public Realm improvements and 'designing out crime' can contribute to a safe and secure environment for all users.

9.1.4 English is a second language for some members of particular groups, which may be of significance when undertaking scheme consultation. Currently, consultation documents can be translated into ten languages, to reflect the diverse build-up Greenwich.

9.1.5 Black Londoners have been on average 1.3 times more likely to be injured on the roads than White Londoners (Road Safety of London's Black and Asian Minority Ethnic Groups, London School of Hygiene & Tropical Medicine, 2007). The Greenwich Road Safety Plan notes that there are proportionately a higher incidence of Black/Afro-Caribbean child casualties occurring that would be expected (25% of child casualties compared to only 11% by population. Implementation of the Road Safety Plan and the Sustainable Modes of Travel Strategy can address safety issues for all users. In accident 'hotspots', local safety schemes are prioritised and detailed in the Second LIP.

9.2 Gender

9.2.1 Of the Borough's population of 214,403, the gender split between females and males is 52% and 48% respectively.

9.2.2 92% of lone parent households with dependent children are headed by women. Traditionally women use public transport in different ways and for different reasons than men; trips to supermarkets, schools and health centres are made by women more frequently. One of the main objectives of the LIP is to improve access to public transport for all users, particularly in the south of the borough. Data using ATOS (Access to Opportunities and Services) is calculated by Transport for London who provides information on areas that

are easily accessible. A package of measures to improve the journey experience are provided in the LIP and includes measures such as improved journey time information; accessible bus stops and ensuring new developments are located close to existing transport infrastructure.

- 9.2.3 Car access – women are less likely to hold a licence or be main driver in household but the car is the preferred mode because of security, cost, time and when making complicated journeys (e.g. taking children to multiple locations). Reducing car use and the need to travel is an objective of the LIP however in the case of complicated journeys this is a difficult area to overcome. The Sustainable Modes of Travel Strategy identifies measures to reduce car use on the school run. The LIP indicates ways of improving safety around transport hubs, improving walking and cycling routes and making travelling by sustainable modes more attractive. By locating intensive use sites such as schools and shopping areas near to existing transport provision, there is scope to reduce the complexity of journeys.
- 9.2.4 For women when carrying shopping, escorting small children, travelling with older or disabled relative/friend using public transport are particularly prevalent issues. Lack of assistance when boarding and alighting a problem for women making shopping and child escort trips. While the Council is not directly responsible for ensuring that transport hubs are well staffed, the LIP does identify the need to work with partners to improve the perception of safety around transport hubs and to improve the whole journey experience.
- 9.2.5 In 2006/07 85% of all known perpetrators of crime and 52% of victims were men. The most predominant crime, accounting for 23% of all crime, was violence against the person (Gender Equality Scheme 2007-2010). The LIP provides examples of where crime around transport interchanges and stations can be designed out. At North Greenwich Station, the former forecourt has been opened up to provide a reassuring and safe environment.
- 9.2.6 The safety of women on the streets and on public transport must be accounted for. However, research demonstrates that victims of crime are not disproportionately women. Improvements to the public realm, including improved lighting and clear walkways can help to reduce the perception of danger in an area. Similarly, we will work with our partners to ensure that transport hubs are well staffed at all times.

9.3 Disability

- 9.3.1 Over 9,000 people in Greenwich aged between 16 and 65 have some sort of physical disability.
- 9.3.2 A relatively high proportion of residents have some form of mental health symptom and mental illness is more common in areas of high deprivation in the borough than in other parts of Greenwich (The Place Survey, 2009/10)

- 9.3.3 In 2005, there were 800 children on the Disabled Children Register of whom 220 received regular support from Social Services.
- 9.3.4 Disabled people are more likely to be victims of certain crimes, anti-social behaviour and harassment than non-disabled people (Greenwich Council, Disability Equality Scheme, 2006 - 2009). Actual and perceived danger can be reduced through ensuring that transport hubs are well staffed. Public realm improvements, including attracting more visitors to an area will create an environment of natural surveillance.
- 9.3.5 Disability can stop people driving and using public transport. Public transport vehicles may not be accessible to disabled users. A successful journey will rely as much as on the accessibility of the street and bus stop infrastructure as the accessibility of the bus (Social Exclusion Unit, 2003). Through implementation of the Local Implementation Plan, provision is made to ensure that bus stops are disability compliant. Physical schemes take into full account the needs of disabled users and consultation is undertaken with disability groups.
- 9.3.6 The accessibility of public transport can also be problematic for people with sensory impairment or learning disabilities. Timetable information is often in very small print, for example, and can be complicated and difficult to understand. Initiatives such as Legible London have accounted for these needs making information accessible for all to facilitate easier travel for all users.
- 9.3.7 Physical barriers to mobility included difficulties navigating on foot due to obstacles on pavements (e.g. parked cars on pavements, bins), poorly maintained pathways (uneven paving slabs, overhanging hedges) and dog faeces. Other responses included difficulties with busy traffic and how the public's lack of awareness exacerbated problems for the disabled users of public transport. A range of departments across the Council will continue to coordinate their work to ensure such issues are mitigated where possible.

9.4 **Age**

- 9.4.1 One fifth (21 per cent) of Greenwich borough's population are aged 15 and under; 14 per cent are of retirement age (65+ Male/60+ Female) [Office for National Statistics (ONS) Mid Year Estimate (MYE), 2006].
- 9.4.2 Security fears are particularly acute for women and older people, and for people travelling during the evening or early morning (SEU,2003). As above, maintaining staffing levels and improvements to the public realm can help to reduce actual and perceived danger when travelling.
- 9.4.3 With regard to bus use research found that driver friendliness, ease of entry/exit and information useability were prioritised barriers and facilitators for older people In contrast, younger participants prioritised bus punctuality,

signage clarity, information provision at bus stops, bus service availability and parking facilities at the bus stop.(Broome et al, March 2010). These issues cannot be directly influenced by the Council as buses are operated by a separate body. However, the Council can ensure that users' needs are accounted for through effective partnership working.

9.5 Sexual Orientation

- 9.5.1 There are no hard data on the numbers of Lesbian, Gay and Bi-sexual (LGB) people in London (sexual orientation is the only social identify factor omitted from the National Census). The estimates are that LGB people make up 10 per cent of London's population). (Sexual Orientation, TfL, 2008 - 2011).
- 9.5.2 The existing research showed that LGB people have broadly the same public transport needs, expectations, usage and opinions as the rest of the population. The key needs are safety, reliability, respect, customer service and information.

9.6 Faith Groups

- 9.6.1 Faith groups cover a wide range of grouping, the most common of which are Christians, Muslims, Buddhists, Jews, Sikhs and Hindus.
- 9.6.2 Traditional public transport routes may not reflect changing community needs such as provision to places of worship. Consultation documents will take into account any findings where individuals are adversely affected. These documents are made available in ten languages if required.

10 Summary of findings

- 10.1 There is no significant data available regarding people's sexual orientation. This gap in the data means that the assessment of issues for this equality strand is based on crime related issues and reported incidences. Under reporting of incidences may affect the assessment of this, and other strands.
- 10.2 Personal security is important for all people but becomes particularly relevant to women and older people who feel vulnerable when interchanging alone. The good design of interchanges, waiting areas and public realm areas is required to address these concerns.
- 10.3 A lack of authority figures such as TfL, transport staff or police officers, particularly at interchanges can reduce perceptions of safety within the area.
- 10.4 A lack of lighting, poor visibility at bus stops, stations and car parks especially at night can reduce perception of safety when travelling. Measures such as improvements to lighting particularly at interchanges, subways and walkways and improvements to the public realm can help reduce actual and perceived danger.

10.5 For people whose second language is English, translated information should be made available including information relating to road safety initiatives.

10.6 Public transport improvements are particularly important for disabled people, older women and women travelling with buggies. This includes measures which support wheelchair-accessible buses, trains and taxis, better handholds and better colour contrasts.

11 How will the service encourage and ensure that other council services are building equality and diversity into the work they do?

11.1 The Council must comply with the following:

- The Equality Act 2006
- Race Relations Act 1976 (amended in 2000 and 2003)
- Disability Discrimination Acts 1995 and 2005
- Sex Discrimination Act 1976
- Human Rights Act 1998
- Employment Equality (Sexual Orientation, Religion and Belief) Regulations (2003)

11.2 The Council has to balance the competing needs of different sections of the community. The Second Local Implementation Plan details the Council's proposals with respect to transport in the Borough. However, there are areas where the Council has little control over modes of transport. Transport for London run the bus and underground services, and control taxi and coach travel. They also control most of the TLRN main roads.

11.3 The range of locally adopted policies and practices within the Second Local Implementation Plan benefit different people with different needs and include:

11.4 The Local Implementation Plan has been developed in response to the Mayor's revised Transport Strategy (MTS). The MTS sets out six overarching transport goals for London. Greenwich's Local Implementation sets out twelve objectives in the context of these six goals and within the local context of the specific challenges and opportunities facing the borough.

11.5 The emerging Local Development Framework is a series of policy documents which will replace the Greenwich Unitary Development Plan (2006). The Core Strategy is the primary planning document of the LDF and sets out the spatial strategy, objectives and core policies for development within Greenwich to cover the period until 2027.

11.6 The Drugs, Crime and Disorder Strategy outlines actions which aim to reduce crime and the fear of crime. This includes identified improvements to facilitating use of public transport. As discussed previously, this will work towards reducing actual and perceived danger when using public transport

and is particularly relevant to the Gender, Race and Ethnicity, and Sexual Orientation Strands.

- 11.7 The Road Safety Plan which is an annual study of accidents noting where and when they happen is used to target resources. The needs of vulnerable people such as children, older people and disabled are prioritised.
- 11.8 Greenwich's Walking Strategy aims to be fully inclusive and considers the needs of wheelchair users. Walking routes are made safer which includes improvements to lighting, cutting back of trees and foliage, reducing trip hazards and improving pedestrian crossings and ensuring that pavements are wheelchair accessible. These measures will assist people with limited physical mobility or impaired sight.
- 11.9 There is no evidence that policies impact in an adverse way on equality sectors. Mechanisms are in place to rectify service shortfalls. The Council's official Highways Complaint Form requests information about the complainant's gender, age group, ethnic origin, sexual orientation and whether they are disabled. This information is used to understand whether there are any trends in responses from particular groups and if negative impacts need to be mitigated.

12.0 Summary of Findings

- 12.1 Not all transport modes are within the Council's control. The Council will continue to work with transport providers to ensure that the needs of various sectors of the community are catered for.
- 12.2 The LIP2 document has been prepared in response to Mayor's Transport Strategy (MTS) which is a regional policy document setting out a strategic direction for provision of transport in London. The MTS has had an independent EIA completed and its aims are inclusive.
- 12.3 Where transportation is within the Council's remit, policies are updated and practices monitored to ensure that due regard is given to all equality strands.

13 How will the service ensure that diverse communities are consulted about strategic and policy development?

- 13.1 Consultation will be carried out on the draft LIP2 before being finalised.
- 13.2 As part of the LIP development process, consultation with the relevant groups such as Greenwich Association of Disabled People (GAD) will be carried out. Residents borough wide will have an opportunity to comment on LIP proposals.

13.3 The Council carried out extensive consultation on individual policy issues. The annual MORI survey which is carried out annually focuses on transport issues.

14.0 Equality Impact Assessment

Table 2 summarises findings of the LIP2 impact assessment.

15 Conclusion

15.1 Implementation of the LIP2 will provide positive opportunities for all people to access transport in Greenwich. Transportation policies are inclusive and are not targeted at individual groups. Special consideration has been given to key equality groups to ensure they are not further disadvantaged by any of the policies or practices set out in the LIP2 document.

15.2 This EIA has identified that personal security and accessibility of transport is important to all sectors of society.

15.3 Some initiatives are required to ensure that the needs of vulnerable users such as children (school travel plans) and the elderly or disabled (access requirements) are positively advantaged by the scheme.

15.4 With regard to the development of the LIP2 document, consultation must be robust to ensure that all people are able to contribute to the LIP2 objectives.

Table 1: Initial Screening; Is there potential for the proposals to have an impact (positive or negative) in any of the following areas?

Race/ethnicity	Yes Reasons: Improvements to safety
Disability	Yes Reasons: Improved accessibility.
Gender	Yes Reasons: Improvements to safety when travelling alone to reduced perceived danger.
Age	Yes Reasons: School Travel Plans address young people concerns. Improved accessibility for older transport users.
Sexual orientation	No

	Reasons: No direct impacts based on this strand.
Religion or belief	No Reasons: No direct impacts based on this strand.

Table 2: Assessment Summary

Equality Impact Assessment					
Equality Strand	Positive Impact		Negative Impact		Comment
	High	Low	High	Low	
Equality Opportunities					
Race and Ethnicity	X				Will benefit from safer travel through improved lighting, CCTV, school travel plan initiatives, improved access to public transport vehicles and supporting infrastructure. Improvements to highways.
Gender	X				Will benefit from safer travel, CCTV, Improvements to bus services,
Disability	X				Will benefit from safer travel, CCTV, Improvements to public transport vehicles, highways maintenance
Age	X				Benefit from School Travel Plans, Improvements to lighting, public transport accessibility improvements
Sexual Orientation	X				Improvements to safety to address personal security issues
Faith Groups		X			Improvements to safety to address personal security issues. Assessment of where places of worship are located.