

# Report

18<sup>th</sup> October 2018



**TEMPLE**

LEADERS IN ENVIRONMENT,  
PLANNING & SUSTAINABILITY.

In association with **steer**

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## Report for – London Borough of Haringey Local Implementation Plan Initial Equalities Impact Assessment Report

Draft Final



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## Document version control

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| Version | Date       | Author       | Reviewed by  | Reviewed and approved by |
|---------|------------|--------------|--------------|--------------------------|
| 0.1     | 10/09/2018 | Jonathan Say | David Sutano | Chris Ferrary            |
| 0.2     | 18/10/18   | Jonathan Say | David Sutano | Chris Ferrary            |

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## 1.0 Introduction

### 1.1 Overview of the Local Implementation Plan (LIP)

The London Borough of Haringey's third Local Implementation Plan is a statutory document, prepared under Section 145 of the Greater London Authority Act 1999. This Act requires each of London's 33 local authorities to prepare a LIP containing proposals for the implementation of the Mayors Transport Strategy<sup>1</sup> in their area.

The LIP guides transport priorities and projects and details a three-year programme of investment (2019/20 to 2021/22).

The central aim of the MTS – the Mayor's vision – is to create a future London that is not only home to more people, but is a better place for all those people to live in. The overarching aim of the Strategy is for 80% of all trips in London to be made on foot, by cycle or using public transport by 2041, compared to 63% today. The Mayor is seeking to achieve his vision by focusing the policies and proposals in his transport strategy on the achievement of the following three overarching MTS outcomes:

- **Healthy Streets and healthy people, including traffic reduction strategies:**
  - Active: London's streets will be healthy, and more Londoners will travel actively.
  - Safe: London's streets will be safe & secure.
  - Efficient: London's streets will be used more efficiently & have less traffic on them.
  - Green: London's streets will be clean and green.
- **A good public transport experience:**
  - Connected: The public transport network will meet the needs of a growing London.
  - Accessible: Public transport will be safe, affordable and accessible to all.
  - Quality: Journeys by public transport will be pleasant, fast and reliable.
- **New homes and jobs:**
  - Good Growth: Active, efficient and sustainable travel will be the best option in new developments.
  - Unlocking: Transport investment will unlock the delivery of new homes and jobs.

The rationale and detail of each of these outcomes is set out in the third MTS. The LIP responds to the third MTS, the Sub Regional Transport Plan (north), the Haringey Transport Strategy and other relevant policies. This LIP will replace the council's second LIP (2011). The third round of LIPs will become effective from April 2019

The LIP does not set out binding policies, rather it pulls together key objectives, policies, themes and priorities from other documents and looks at what can be achieved in the next five years given

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<sup>1</sup> Mayor of London (2018) – **Mayors Transport Strategy** - Greater London Authority, March 2018

the availability of resources. It also acts as bridge between existing planning documents and any proposed changes to the Local Development Framework, which will set out strategic policies and priorities in relation to transport.

## 1.2 Purpose of this report

This report details the methodology and findings of an Equality Impact Assessment (EqIA) of the London Borough of Haringey's LIP.

The London Borough of Haringey has "general public body duties" under equalities legislation and statutory duties to promote equality arising from the Equality Act 2010.

The purpose of undertaking an EqIA is to help ensure the strategy does not discriminate against any individual or community and to promote equality for all, where possible. The EqIA identifies the potential impacts and any disproportionate effects on Target Equalities Groups because of the implemented strategy and reports committed mitigation measures to reduce negative impacts and increase benefits to maximise positive equality outcomes.

Under the 2010 Act, the council's duties apply to groups with protected characteristics as the grounds upon which discrimination is unlawful. The protected characteristics are age; disability; gender; gender reassignment; marriage and civil partnership; pregnancy and maternity; race/ethnicity/ nationality; religion/belief; and sexual orientation.

The public sector equality duty placed on Haringey Council by §149 of the 2010 Act requires that:

- *"A public authority must, in the exercise of its functions, have due regard to the need to—*
  - *eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act;*
  - *advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it; and*
  - *foster good relations between persons who share a relevant protected characteristic and persons who do not share it.*
- *Having due regard to the need to advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it involves having due regard, in particular, to the need to—*
  - *remove or minimise disadvantages suffered by persons who share a relevant protected characteristic that are connected to that characteristic;*
  - *take steps to meet the needs of persons who share a relevant protected characteristic that are different from the needs of persons who do not share it; and*
  - *encourage persons who share a relevant protected characteristic to participate in public life or in any other activity in which participation by such persons is disproportionately low.*
- *The steps involved in meeting the needs of disabled persons that are different from the needs of persons who are not disabled include, in particular, steps to take account of disabled persons' disabilities.*

- *Having due regard to the need to foster good relations between persons who share a relevant protected characteristic and persons who do not share it involves having due regard, in particular, to the need to—*
  - *tackle prejudice, and*
  - *promote understanding.*
- *Compliance with the duties in this section may involve treating some persons more favourably than others; but that is not to be taken as permitting conduct that would otherwise be prohibited by or under this Act.”*

The 2010 Act identifies a number of Protected Characteristics Groups (PCG) for consideration within EqlAs, as follows:

- Age: A person of a particular age or persons of the same age group, i.e. children (0-4); younger people (aged 18-24); older people (aged 60 and over);
- Disability: A person with physical or mental impairment which has a substantial and long-term adverse effect on that person’s ability to carry out normal day-to-day activities, i.e. disabled people;
- Gender reassignment: A person in the process of transitioning from one gender to another;
- Marriage & civil partnership: A person in a civil partnership or marriage between same sex or opposite sex.
- Pregnancy & maternity: A person who is pregnant or expecting a baby and a person who has recently given birth;
- Race: A person defined by their race, colour and nationality (including citizenship) ethnic or national origins, i.e. Black, Asian and minority ethnic (BAME) groups;
- Religion & belief: A person with religious and philosophical beliefs including lack of belief
- Sex: A man or a woman, recognising that women are more frequently disadvantaged; and
- Sexual orientation: A person’s sexual orientation towards persons of the same sex, persons of the opposite sex or persons of either sex.

Transport for London (TfL) in other studies has more specifically identified seven Target Equalities Groups of Londoners<sup>2</sup> which relate to these categories in the 2010 Act, i.e.:

- Older Londoners (aged 65 and over) covered under Age;
- Younger Londoners (aged 24 and under) also covered under Age;
- Disabled Londoners covered under Disability;
- Black, Asian and minority ethnic groups covered under Race/ethnicity/nationality and Religion/belief in the Act;

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<sup>2</sup> Transport for London (2015) – **Travel in London: Understanding Our Diverse Communities** – A Summary of Existing Research –pp.5.

- Women covered under Gender and Pregnancy and maternity in the Act;
- Lesbian, gay, bisexual and transgender Londoners covered under Sexual orientation and Gender reassignment; and
- Londoners on lower incomes (with household income of less than £20,000 pa), not identified as a PCG in the Act, but included in this assessment

In addition to promoting equality, an effective EqIA assists in achieving a more cohesive relationship and increased transparency between policy makers and Londoners. It means that equality issues are considered in policy development, contributing to better access, safety, security and health, as well as promoting greater equality of opportunity and assisting in improving quality of life for residents and communities in line with legislation and policies.

### 1.3 Report Structure

The method for completing the EqIA has been defined by three key steps:

- Scoping and defining – the assessment area is defined, and Equalities Groups that may be impacted by the scheme are identified, along with the equalities determinants most relevant for each group;
- Information gathering – socio-demographic profiling is undertaken and scheme proposals and consultation findings are summarised to provide a knowledge base for the analysis; and
- Assessment and action planning – potential impacts during implementation of the strategy are identified, and findings from other assessments pulled together to determine the scale of impact on specific vulnerable groups. Mitigation measures are suggested, where necessary.

The outcomes of each step are reported within the following sections of this EqIA report:

- **Section 2:** Screening the EqIA;
- **Section 3:** Summary of the LIP;
- **Section 4:** Information gathering; and
- **Section 5:** Outline of key findings.

The overall conclusions of the assessment are summarised in **Section 5: EqIA Conclusions and findings**.

## 2.0 Screening

**Table 2.1: Screening of the Equalities Impact Assessment for Haringey LIP**

| Response to Screening Questions | Yes   | No  | Please explain your answer. |   |
|---------------------------------|---|-----|-----------------------------|---|
| a) Type of proposal             |   |     |                             |   |
| 1.                              | Is this a new proposal or a significant change to a policy or service, including commissioned service?  | Yes |                             | Replaces LIP2 to implement the updated Mayor of London's Transport Strategy.  |
| 2.                              | Does the proposal remove, reduce or alter a service or policy?  | Yes |                             | As above  |
| 3.                              | Will there be a restructure or significant changes in staffing arrangements?  |     | No                          |   |
| 4.                              | If the service or policy is not changing, have there been any known equality issues or concerns with current provision. For example, cases of discrimination or failure to tackle inequalities in outcomes in the past? |     |                             | Not known.  |
| b) Known inequalities           |   |     |                             |   |
| 8.                              | Could the proposal disproportionately impact on any particular communities, disadvantaged or vulnerable residents?  | Yes |                             |   |
| 9.                              | Is the service targeted towards particular disadvantaged or vulnerable residents?   |     | No                          | Transport infrastructure and services delivered via the policies and proposals of the LIP are for use by all people living in, working in and visiting the borough.   |
| 10.                             | Are there any known inequalities? For example, particular groups are not currently accessing services that they need or are more likely to suffer inequalities in outcomes, such as health outcomes.                    | Yes |                             | The TfL Document " <i>Understanding the travel needs of London's diverse communities: A summary of existing research</i> " August 2014 sets out the variety of barriers faced by different protected groups when accessing transport. |
| 11                              | If you have answered yes to at least one question in both sections a) and b), Please complete an EqIA.  |     | Yes                         | The policies and proposal of the LIP have the potential to impact on groups that share the protected characteristics or other disadvantaged groups  |



### 3.0 Summary of the Local Implementation Plan

The objectives that will be the focus of the London Borough of Haringey LIP include:

- Increasing connectivity and accessibility on the Borough's road, cycling and public transport networks to support the Council's regeneration and growth ambitions for businesses, housing and jobs.
- Working with partners to maximise investment in the Borough's road and public transport networks.
- Getting more people to choose walking, cycling and public transport as means of travel by making Haringey one of the most cycling and pedestrian friendly boroughs in London. The Council will also manage parking demand and provision on the borough's road network and improving wayfinding and signs across the Borough.
- Delivering the Council's health ambitions by enabling active travel and increasing the use of electric vehicles and car sharing schemes. The Council will also seek to reduce overall motor vehicle movements, taking account of the needs of mobility impaired users of all transport modes.
- Improving air quality through projects and programmes to reduce vehicle use, particularly diesel-powered vehicles.
- Supporting alternative means of transport to motor vehicles such as through behavioural change programmes.
- Reducing the need to travel by linking transport and land use planning.
- Supporting the use of electric/hybrid vehicles, bike hire schemes, car clubs, car sharing and electric motorcycles/scooters.
- Maintaining and enhancing the Borough's road network, making it best in class in London.
- Reducing road casualties, especially among children, pedestrians, cyclists, motorcyclists/scooters and other vulnerable road users.
- Minimising the use of the Borough's back streets as 'rat runs'.
- Reducing the speed and enforcing speed limits of road traffic in residential areas and shopping streets.

## 4.0 Data to Inform the Assessment

### 4.1 Sex

There are marginally more women and girls than men and boys living in the London Borough of Haringey, but no significant differences from the proportions at London and national levels.

### 4.2 Gender Reassignment

No reliable data on the number of transgender people at local or national level are currently available. However, the EqIA has considered representation of this group within the assessment to ensure any likely impacts arising because of the LIP are considered.

### 4.3 Age

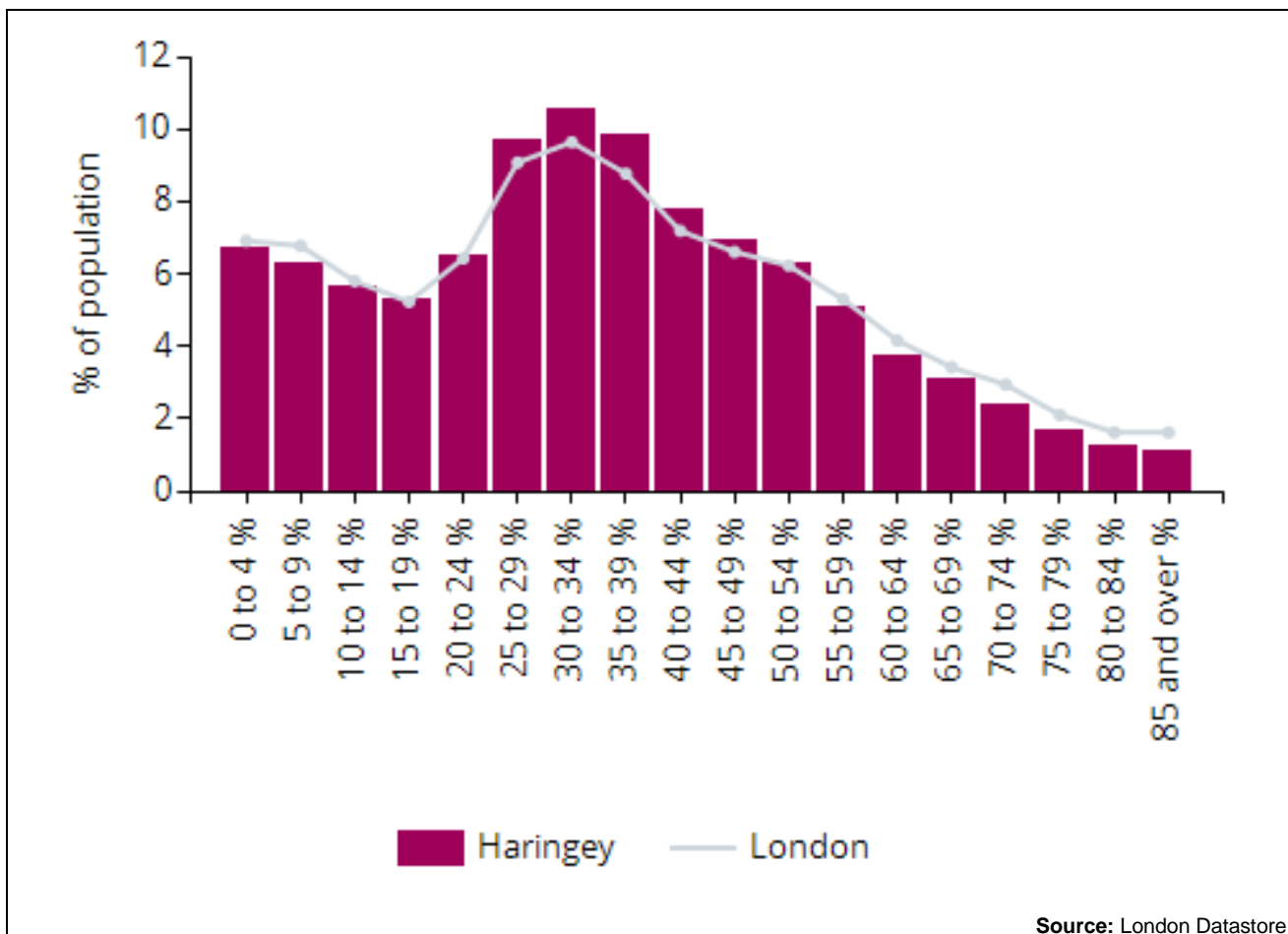
The overall population of Haringey in 2018 was just under 284,300. The percentage of the population in each age group is set out in **Table 4.1** below, and illustrated in **Figure 4.1** following:

**Table 4.1: Percentage of Population by Age Group, Haringey and Greater London 2018**

| Age group   | Haringey (%) | Greater London (%) |
|-------------|--------------|--------------------|
| 0 to 4      | 6.7          | 6.9                |
| 5 to 9      | 6.3          | 6.8                |
| 10 to 14    | 5.7          | 5.8                |
| 15 to 19    | 5.3          | 5.2                |
| 20 to 24    | 6.5          | 6.4                |
| 25 to 29    | 9.7          | 9.1                |
| 30 to 34    | 10.6         | 9.7                |
| 35 to 39    | 9.8          | 8.8                |
| 40 to 44    | 7.8          | 7.2                |
| 45 to 49    | 6.9          | 6.6                |
| 50 to 54    | 6.3          | 6.2                |
| 55 to 59    | 5.1          | 5.3                |
| 60 to 64    | 3.8          | 4.2                |
| 65 to 69    | 3.1          | 3.4                |
| 70 to 74    | 2.4          | 3                  |
| 75 to 79    | 1.7          | 2.1                |
| 80 to 84    | 1.3          | 1.6                |
| 85 and over | 1.1          | 1.6                |

Source: London Datastore - GLA 2016-based housing-led population projections

Figure 4.1: Age Group Breakdown for Haringey and Greater London



As may be seen from **Figure 4.1**, Haringey has a slightly lower proportion of its population in the youngest and oldest age groups compared with London as a whole, while the proportion between the ages of 25 to 50 is above this average.

The fastest growing population locally is typically among working age people aged between 30 and 50. The number of people aged 65 and over has typically been declining. Population growth locally seems mostly due to an increase in birth rates locally and net gain from international migration, principally from EU states in Eastern and Southern Europe.

#### 4.4 Disability

The 2011 census indicated 14% of Haringey’s residents have a long-term health problem that limits their day to day activity. This is lower than the proportion for England overall, but in line with the proportion across Greater London. 5.7% of residents report being in bad health, slightly higher than the comparable proportions for England and London as a whole.

**Table 4.2** following sets out the numbers of people in Haringey receiving benefits relating to disability, and the proportion that this represents of benefit claimants overall in the borough. From this it may be seen that for Employment Support Allowance (ESA) and incapacity benefits these proportions are higher than for London as a whole, although lower than Great Britain overall. For

people with disabilities, the proportions in Haringey are lower than both London and Great Britain overall.

**Table 4.2: Working-age client group - main benefit claimants (2016)**

| Claimant Group              | Haringey (numbers) | Haringey (%) | London (%) | Great Britain (%) |
|-----------------------------|--------------------|--------------|------------|-------------------|
| ESA and incapacity benefits | 11,320             | 5.9          | 4.8        | 6.1               |
| Disabled                    | 1,130              | 0.6          | 0.7        | 0.8               |

## 4.5 Race & Ethnicity

The London Borough of Haringey is exceptionally diverse and fast-changing. The population was just under 255,000 at the 2011 Census. This is estimated to have risen to under 284,300 by mid-2018, an increase of nearly 11.5%. Almost two-thirds of people living in the borough, and over 70% of young people, are from ethnic minority backgrounds, and over 100 languages are spoken in the borough. This makes Haringey one of the most ethnically diverse places in the country. The breakdown of Haringey's population by ethnicity is indicated in **Table 4.3** following:

**Table 4.3: Ethnic makeup of London Borough of Haringey 2018**

| Ethnicity                 | Number         | %          |
|---------------------------|----------------|------------|
| White - British           | 95,579         | 33.6       |
| White - Irish             | 7,985          | 2.8        |
| Other White               | 73,592         | 25.9       |
| White and Black Caribbean | 4,929          | 1.7        |
| White and Black African   | 2,896          | 1          |
| White and Asian           | 4,204          | 1.5        |
| Other Mixed               | 6,522          | 2.3        |
| Indian                    | 6,147          | 2.2        |
| Pakistani                 | 1,870          | 0.7        |
| Bangladeshi               | 4,367          | 1.5        |
| Chinese                   | 4,699          | 1.7        |
| Other Asian               | 9,498          | 3.3        |
| Black African             | 23,418         | 8.2        |
| Black Caribbean           | 16,418         | 5.8        |
| Other Black               | 7,468          | 2.6        |
| Arab                      | 2,634          | 0.9        |
| Other ethnic groups       | 12,061         | 4.2        |
| <i>Total</i>              | <i>284,287</i> | <i>100</i> |

Source: London Datastore

## 4.6 Sexual Orientation

**Table 4.4** following sets out the recorded information available at the Greater London and UK levels:

**Table 4.4: Representation of LGBT (%)**

| LGBT                            | Greater London | UK   |
|---------------------------------|----------------|------|
| Heterosexual                    | 89.9           | 93.5 |
| Lesbian/gay/bisexual            | 2.5            | 1.5  |
| Other                           | 0.4            | 0.3  |
| Don't know/refusal/non-response | 7.2            | 4.7  |

Source: ONS - Integrated Household Survey 2012

ONS also estimates that 3.7% of Haringey's population are Lesbian, Gay or Bisexual, which would be the 15<sup>th</sup> largest estimated community in the UK<sup>3</sup>.

No reliable data on the number of transgender people at local or national level are currently available. However, the EqIA has considered representation of this group within the assessment to ensure any likely impacts arising because of the LIP are considered.

## 4.7 Religion or Belief (or No Belief)

**Table 4.5** sets out the breakdown of religious belief among people living in Haringey.

**Table 4.5: Population by Religion 2016**

| Religion       | Haringey |       | Greater London |        | Great Britain |        |
|----------------|----------|-------|----------------|--------|---------------|--------|
|                | Number   | %     | Number         | %      | Number        | %      |
| Christian      | 117,300  | 43.1% | 4,057,000      | 46.8%  | 34,328,800    | 54.7%  |
| Buddhist       | 4,900    | 1.8%  | 99,100         | 1.1%   | 281,000       | 0.4%   |
| Hindu          | 3,900    | 1.4%  | 446,000        | 5.1%   | 960,100       | 1.5%   |
| Jewish         | 6,700    | 5.0%  | 178,300        | 2.1%   | 298,700       | 0.5%   |
| Muslim         | 42,300   | 15.5% | 1,246,300      | 14.4%  | 3,292,300     | 5.2%   |
| Sikh           | -        | -     | 127,400        | 1.5%   | 411,500       | 0.7%   |
| Other religion | 4,800    | 1.8%  | 189,000        | 2.2%   | 1,029,100     | 1.6%   |
| No religion    | 92,200   | 33.9% | 2,328,700      | 26.9%  | 22,136,700    | 35.3%  |
| Total          | 272,100  | 100%  | 8,671,700      | 100.0% | 62,738,100    | 100.0% |

Source: ONS Annual Population Survey

As can be seen, the Borough has a greater proportion of people expressing religious belief than London as a whole, although not when compared with the national level. There is a lower proportion of Christians than at both the London level and the national level. The proportion of Muslims is higher than both London-wide and national levels.

## 4.8 Pregnancy & Maternity

The number of births, fertility rates and comparisons are shown in **Table 4.6** following. From this, it can be seen that fertility rates are marginally lower than those for Greater London. At a national level, rates are higher than the general rate nationally, although lower than the total rate.

<sup>3</sup> London Borough of Haringey (2018) - **Transport Strategy Equalities Impact Assessment** - 21<sup>st</sup> February 2018.

**Table 4.6: Live births, General Fertility Rates<sup>4</sup> and Total Fertility Rates<sup>5</sup> 2017**

| Area              | Live Births | GFR  | TFR  |
|-------------------|-------------|------|------|
| Haringey          | 3,881       | 61.5 | 1.69 |
| Greater London    | 126,308     | 62.9 | 1.70 |
| England and Wales | 646,794     | 61.2 | 1.76 |

Source: ONS

## 4.9 Marriage and Civil Partnership

**Table 4.7** following sets out the marital status of people living in Haringey at the 2011 census compared with London-wide and national figures. This shows that the proportion of single people was higher than average elsewhere, while the proportion of those married was much lower. The proportion of people in civil partnerships was also higher than London-wide or national levels. Proportions of people divorced or separated were broadly comparable with elsewhere, although the proportion of whose spouse or partner has died was lower

**Table 4.7: Marriage and Civil Partnership in Haringey 2011**

| Marital and civil partnership status           | Haringey | London | England and Wales |
|--|----------|--------|-------------------|
| Single (never married or in civil partnership) | 50.0%    | 44.1%  | 34.6%             |
| Married  | 33.3%    | 39.8%  | 46.6%             |
| Civil partnership                              | 0.6%     | 0.4%   | 0.2%              |
| Separated                                      | 3.3%     | 3.2%   | 2.6%              |
| Divorced or formerly in civil partnership      | 8.2%     | 7.4%   | 9.0%              |
| Widowed or surviving civil partner             | 3.9%     | 5.0%   | 7.0%              |

Source: 2011 Census

## 4.10 Londoners on Low Incomes

The borough also ranks as one of the most deprived in the country with pockets of extreme deprivation in the east of the area. Haringey is the 13th most deprived borough in England and the 4th most deprived in London.

<sup>4</sup> GFR = Live births per 1,000 women aged 15-44.

<sup>5</sup> TFR = Average number of children born if women experience age-specific fertility rates in 2017.

## 5.0 Outline of key findings

### 5.1 Approach to Assessment

In this section, Equalities Groups are considered in terms of how they may be impacted by the LIP, based on professional judgement and published evidence on the issues faced by specific Equalities Groups. The issues (equality determinants) that may affect these groups because of the LIP also are identified for the policy areas considered in it, i.e.:

- Increasing connectivity and accessibility on the Borough's road, cycling and public transport networks.
- Maximise investment in the Borough's road and public transport networks, maintaining and enhancing the Borough's road network.
- Getting more people to choose walking, cycling and public transport, by enabling active travel and increasing the use of electric vehicles and car sharing schemes.
- Reducing overall motor vehicle movements, taking account of the needs of mobility impaired users of all transport modes, and improving air quality.
- Supporting behavioural change programmes.
- Reducing the need to travel by linking transport and land use planning.
- Reducing road casualties, especially among children and other vulnerable road users.
- Minimising the use of the Borough's back streets as 'rat runs'.
- Reducing the speed and enforcing speed limits of road traffic in residential areas and shopping streets.

The likely impacts of the LIP are considered in the light of the baseline data described in **Section 4** above to provide an assessment of its effects on the various equalities groups as set out in **Table 5.1** on the following pages.

The EqIA recognises that the impacts of the strategy will be experienced by all sections of the population living and working in the areas within the London Borough of Haringey and beyond that are affected by the strategy. However, the requirements of the EqIA focus only on the equalities groups identified in the 2012 Act, and people on low incomes, as identified in **Section 1.2** above.

The assessment considers the overall impact of the policy for the Public Sector Equality Duty for the council in terms of whether proposals of the LIP:

- Could result in any direct/indirect discrimination for any group that shares the relevant protected characteristics;
- Help to advance equality of opportunity between groups who share a relevant protected characteristic and those who do not. This includes:
  - Removing or minimising disadvantage suffered by persons protected under the Equality Act;

- Taking steps to meet the needs of persons protected under the Equality Act that are different from the needs of other groups; and
  - Encouraging people protected under the Equality Act to participate in public life or in any other activity in which participation by such persons is disproportionately low.
- Help foster good relations between groups who share a relevant protected characteristic and those who do not.

## 5.2 Consultation

Typically, consultation and/or engagement is used to inform the assessment of the impact of proposed policies on protected groups of residents and service users. However, at this stage of the development of the LIP, Temple and Steer understands that no specific engagement has been undertaken.

However, consultation on the draft LIP policies and proposals will be undertaken prior to the finalisation of the LIP and adoption by Haringey Council in 2019. At this stage, an updated EqIA will outline the key findings of your consultation / engagement activities when completed, particularly in terms of how this relates to groups that share the protected characteristics. The updated EqIA also will explain how the consultation's findings will have shaped and informed the LIP proposals and the decision-making process, and any modifications made consequently.

Also, account has been taken in this EqIA of public consultation that was held on the Haringey Transport Strategy<sup>6</sup> between 10<sup>th</sup> November and 22<sup>nd</sup> December 2017. Responses to this included:

- Concerns regarding two bus routes which provide a vital link between Highgate School and neighbouring areas.
- Responses from resident groups and individual residents who were supportive of the Strategy but wanted more detail on how the outcomes would be achieved.
- Concerns raised by the Haringey motorcycling community over lack of acknowledgement of the role of motorcycles for those in transport poverty and providing a more sustainable solution to the car. The strategy was amended to reflect this.
- The needs of mobility impaired users on all modes of transport were not adequately recognised. A priority was subsequently introduced which acknowledges these specific needs and the role this will play in getting more people to make sustainable transport choices.

## 5.3 Action Planning (Mitigation)

Action planning in this context means the development of measures to mitigate and/or manage any identified discriminatory effects of the proposed scheme, so that these can be avoided or reduced to acceptable levels. Also, this provides an opportunity to identify positive effects of the scheme, so that these can be actively promoted. Changes recommended to the LIP because of the EqIA may be made in terms of:

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<sup>6</sup> London Borough of Haringey (2018) – *Ibid*.



- **No major change to the proposal:** the EqIA demonstrates the proposal is robust and there is no potential for discrimination or adverse impact. All opportunities to promote equality have been taken.
- **Adjust the proposal:** the EqIA identifies potential problems or missed opportunities. In this case, the it may be recommended the policy or proposal is adjusted to remove barriers or better promote equality.
- **Stop and remove the proposal:** the proposal shows actual or potential avoidable adverse impacts on different protected characteristics. The decision maker must not make this decision.

These actions are identified in the 'Approach and Mitigation' column in **Table 5.1** following.

Table 5.1: EqIA Summary Table

| Issue   | Potential Impacts                                       | Equalities Groups Affected        | Impact* (+ / -) | Approach and Mitigation   |
|---|---|-----------------------------------|-----------------|---|
| Increasing connectivity and accessibility on the Borough's road, cycling and public transport networks.                       | Improved access to facilities for all.                  | Older Londoners                   | +               | The potential impacts of these policies are likely to benefit people in many of the protected groups, e.g. the benefits to many older and/or disabled people of better access to facilities will be greater than for the general population.<br>No mitigation measures required as no adverse or discriminatory impacts identified. |
|   |   | Children and younger people       | +               |   |
|   |   | People with disabilities          | +               |   |
|   |   | Pregnant women and parents        | +               |   |
|   |   | People from BAME groups           | +               |   |
|   |   | Faith groups                      | +               |   |
|   |   | Women, people identifying as LGBT | +               |   |
|   |   | Londoners on lower incomes        | +               |   |
| Maximise investment in the Borough's road and public transport networks, maintaining and enhancing the Borough's road network | Maintaining and improving access to facilities for all. | Older Londoners                   | +               | The potential impacts of these policies are likely to benefit people in many of the protected groups, e.g. the benefits to many older and/or disabled people of better access to facilities will be greater than for the general population.<br>No mitigation measures required as no adverse or discriminatory impacts identified. |
|   |   | Children and younger people       | +               |   |
|   |   | People with disabilities          | +               |   |
|   |   | Pregnant women and parents        | +               |   |
|   |   | People from BAME groups           | +               |   |
|   |   | Faith groups                      | +               |   |
|   |   | Women, people identifying as LGBT | +               |   |

|   |  |                                   |     |  |
|---|--|-----------------------------------|-----|--|
|   |  | Londoners on lower incomes        | +   |  |
| Getting more people to choose walking, cycling and public transport, by enabling active travel and increasing the use of electric vehicles and car sharing schemes. | Less traffic congestion<br>Safer roads<br>Less air pollution and noise<br>Greater participation in physical exercise | Older Londoners                   | +   | The potential impacts of these policies are likely to benefit people in many of the protected groups, e.g. the health benefits to many older and/or disabled people with respiratory illnesses will be greater than for the general population.<br>Groups who may have greater reliance on travel by car (e.g. people with disabilities; parents with childcare commitments; people in transport poverty) may be affected adversely in comparison to other groups who are better able to use public transport or travel actively.<br>The LIP should include proposals to provide a range of suitable alternatives to the car, with action plans for those who want to choose more sustainable modes of transport but at the same time recognising some users will need to use their car. |
|   |  | Children and younger people       | +   |  |
|   |  | People with disabilities          | +/- |  |
|   |  | Pregnant women and parents        | +/- |  |
|   |  | People from BAME groups           | +   |  |
|   |  | Faith groups                      | N   |  |
|   |  | Women, people identifying as LGBT | +   |  |
|   |  | Londoners on lower incomes        | +/- |  |
| Reducing overall motor vehicle movements, taking account of the needs of mobility impaired users of all transport modes, and improving air quality.                 | Less traffic congestion<br>Safer roads<br>Less air pollution and noise<br>Greater participation in physical exercise | Older Londoners                   | +   | The potential impacts of these policies are likely to benefit people in many of the protected groups, e.g. the health benefits for children from greater participation in active travel will be greater than for the general population.<br>Groups who may have greater reliance on travel by car (e.g. people with disabilities; parents with childcare commitments; people in transport poverty) may be affected adversely in comparison to other groups who are better able to use public transport or travel actively.<br>The LIP should include proposals to provide a range of suitable alternatives to the car, with action plans for those who want to choose more sustainable modes of  |
|   |  | Children and younger people       | +   |  |
|   |  | People with disabilities          | +/- |  |
|   |  | Pregnant women and parents        | /-  |  |
|   |  | People from BAME groups           | N   |  |
|   |  | Faith groups                      | N   |  |
|   |  | Women, people identifying as LGBT | +   |  |

|  |  |                                   |     |  |
|--|--|-----------------------------------|-----|--|
|  |  | Londoners on lower incomes        | +/- | transport but at the same time recognising some users will need to use their car.  |
| Supporting behavioural change programmes.                              | Less traffic congestion<br>Safer roads<br>Less air pollution and noise<br>Greater participation in physical exercise | Older Londoners                   | +   | The potential impacts of these policies are likely to benefit people in many of the protected groups, e.g. the health benefits to many older and/or disabled people with respiratory illnesses will be greater than for the general population.<br>No mitigation measures required as no adverse or discriminatory impacts identified. |
|  |  | Children and younger people       | +   |  |
|  |  | People with disabilities          | +   |  |
|  |  | Pregnant women and parents        | +   |  |
|  |  | People from BAME groups           | +   |  |
|  |  | Faith groups                      | N   |  |
|  |  | Women, people identifying as LGBT | +   |  |
|  |  | Londoners on lower incomes        | +   |  |
| Reducing the need to travel by linking transport and land use planning | Improved access to facilities for all  | Older Londoners                   | +   | The potential impacts of these policies are likely to benefit people in many of the protected groups, e.g. the benefits to many older and/or disabled people of better access to facilities will be greater than for the general population.<br>No mitigation measures required as no adverse or discriminatory impacts identified.    |
|  |  | Children and younger people       | +   |  |
|  |  | People with disabilities          | +   |  |
|  |  | Pregnant women and parents        | +   |  |
|  |  | People from BAME groups           | +   |  |
|  |  | Faith groups                      | +   |  |
|  |  | Women, people identifying as LGBT | +   |  |

|  |  |                                   |   |   |
|--|--|-----------------------------------|---|---|
|  |  | Londoners on lower incomes        | + |   |
| Reducing road casualties, especially among children and other vulnerable road users. | Improved road safety   | Older Londoners                   | + | Some protected groups, i.e. older people, children and disabled people are more vulnerable road users, and will disproportionately benefit from improvements in road safety.<br><br>No mitigation measures required as no adverse or discriminatory impacts identified. |
|  |  | Children and younger people       | + |   |
|  |  | People with disabilities          | + |   |
|  |  | Pregnant women and parents        | + |   |
|  |  | People from BAME groups           | + |   |
|  |  | Faith groups                      | + |   |
|  |  | Women, people identifying as LGBT | + |   |
|  |  | Londoners on lower incomes        | + |   |
| Minimising the use of the Borough's back streets as 'rat runs'                       | Improved road safety<br>Reduced air pollution and noise from traffic in residential streets. | Older Londoners                   | + | Some protected groups, i.e. older people, children and disabled people will disproportionately benefit from improvements in road safety, and air quality.<br><br>No mitigation measures required as no adverse or discriminatory impacts identified.                    |
|  |  | Children and younger people       | + |   |
|  |  | People with disabilities          | + |   |
|  |  | Pregnant women and parents        | + |   |
|  |  | People from BAME groups           | + |   |
|  |  | Faith groups                      | + |   |
|  |  | Women, people identifying as LGBT | + |   |

|  |                      |                                   |   |   |
|--|----------------------|-----------------------------------|---|---|
|  |                      | Londoners on lower incomes        | + |   |
| Reducing the speed and enforcing speed limits of road traffic in residential areas and shopping streets. | Improved road safety | Older Londoners                   | + | Some protected groups, i.e. older people, children and disabled people will disproportionately benefit from improvements in road safety.<br>No mitigation measures required as no adverse or discriminatory impacts identified. |
|  |                      | Children and younger people       | + |   |
|  |                      | People with disabilities          | + |   |
|  |                      | Pregnant women and parents        | + |   |
|  |                      | People from BAME groups           | + |   |
|  |                      | Faith groups                      | + |   |
|  |                      | Women, people identifying as LGBT | + |   |
|  |                      | Londoners on lower incomes        | + |   |

## 6.0 Conclusions and Findings

### 6.1 Introduction

The EqIA has investigated the potential impact of the LIP on affected equality groups. This section summarises the findings and provides recommendations as to how equalities issues can be monitored, and impacts reviewed throughout the delivery of the LIP.

### 6.2 EqIA findings

The EqIA has examined the proposed strategy, socio-demographic data gathered in relation to the LIP and the available information on the outcomes of the policies. Based on this, and using professional judgement, we have identified several disproportionate impacts that may occur on Equalities Groups because of the implementation of the proposed strategy.

The key beneficial impacts relate to:

- Improved access to facilities will benefit all Haringey residents and visitors, but some protected groups such as older people and children will benefit disproportionately.
- Safer roads, less congestion and reduced levels of pollution are likely to benefit people in some of the protected groups, such as older and/or disabled people with respiratory illnesses more than for the general population.

Groups who may have greater reliance on travel by car (e.g. people with disabilities; parents with childcare commitments; people in transport poverty) may be affected adversely in comparison to other groups who are better able to use public transport or travel actively.

The LIP should include proposals to provide a range of suitable alternatives to the car, with action plans for those who want to choose more sustainable modes of transport but at the same time recognising some users will need to use their car.





