

EQUALITY IMPACT ASSESSMENT

The **Equality Act 2010** places a **‘General Duty’** on all public bodies to have **‘due regard’** to the need to:

- Eliminating discrimination, harassment and victimisation and any other conduct prohibited under the Act
- Advancing equality of opportunity for those with **‘protected characteristics’** and those without them
- **Fostering good relations** between those with **‘protected characteristics’** and those without them.

In addition the Council complies with the Marriage (same sex couples) Act 2013.

1. Responsibility for the Equality Impact Assessment

Name of proposal	Transport Strategy
Service area	Planning
Officer completing assessment	Neil Goldberg
Equalities/ HR Advisor	Daisy Daventry
Cabinet meeting date (if applicable)	6 th March 2018
Director/Assistant Director	Emma Williamson

2. Summary of the proposal

Haringey’s **Transport Strategy** is a high-level strategic document that sets out the future vision/direction for transport in the borough over the next 10 years. The Strategy outlines the transport objectives and priorities that provide the context for preparing more detailed plans, policies and bids for investment and works.

The **Transport Strategy** vision is to deliver **‘a transport system that matches our growth and prosperity ambitions, whilst also improving our environment, providing accessible choices and making walking, cycling and the use of public transport a first choice for all.’** This will be achieved through four outcomes:

- A public transport network will be better connected, have greater capacity and be more accessible;
- Active travel will be the easier choice, with more people choosing to travel by walking or cycling;
- Improved air quality and a reduction in carbon emissions from transport;
- A well-maintained road network that is less congested and safer.

If the **Transport Strategy** is agreed at Cabinet, the Council will prepare four action plans which will provide the detailed plans and actions to deliver the **Transport Strategy** vision: **Walking and Cycling Action Plan**; **Parking Action Plan**; **Sustainable Transport and Travel Action Plan**; and the **Local Implementation Plan**. These will be subject to separate EQIAs.

The main stakeholders who may be affected by the strategy are the general public, transport providers, community and amenity groups and statutory bodies.

3. What data will you use to inform your assessment of the impact of the proposal on protected groups of service users and/or staff?

Identify the main sources of evidence, both quantitative and qualitative, that supports your analysis. Please include any gaps and how you will address these

This could include, for example, data on the Council's workforce, equalities profile of service users, recent surveys, research, results of relevant consultations, Haringey Borough Profile, Haringey Joint Strategic Needs Assessment and any other sources of relevant information, local, regional or national. For restructures, please complete the restructure EqIA which is available on the HR pages.

Protected group	Service users	Staff
Sex	Haringey JSNA, 2011 Census ONS data, JMP report Haringey	N/A
Gender Reassignment	Haringey JSNA, 2011 Census ONS data	N/A
Age	Haringey JSNA, 2011 Census ONS data	N/A
Disability	Haringey JSNA, 2011 Census ONS data, JMP report Haringey	N/A
Race & Ethnicity	Haringey JSNA, 2011 Census ONS data, JMP report Haringey~	N/A
Sexual Orientation	ONS integrated household survey	N/A
Religion or Belief (or No Belief)	Haringey JSNA, 2011 Census ONS data	N/A
Pregnancy & Maternity	Haringey JSNA, 2011 Census ONS data	N/A
Marriage and Civil Partnership	2011 Census	N/A

Outline the key findings of your data analysis. Which groups are disproportionately affected by the proposal? How does this compare with the impact on wider service users and/or the borough's demographic profile? Have any inequalities been identified?

Key Findings

Haringey is one of the most deprived areas of the UK (24th out of 236 local authorities in the UK) with Job Seekers Allowance claims the 2nd highest in London. This is particularly concentrated in the wards to the east of the borough. **'Transport poverty'** is therefore a likely reality for many residents in Haringey on low incomes, meaning some households are likely to struggle with the cost of car ownership. By promoting practical alternatives to the car, including a better-connected and accessible public transport system, better walking environments and promoting safer cycling, the Strategy will benefit the most deprived residents in the borough – amongst whom people with protected characteristics are overrepresented.

Physical inactivity in Haringey is a major area of concern, especially in more deprived parts of the borough where physical inactivity levels are some of the lowest in the country. According to the Haringey JSNA, 26.4% of Haringey adults are physically inactive (2014). This is lower than both the England and London average but remains high in more deprived areas of the borough. Carbon emission contributes to 1 in 14 deaths in the borough. All residents, including protected groups, will benefit from an increase in active travel and improved air quality.

Some groups may not be able to benefit from engaging in active travel, including people with mobility-related disabilities, some older people, young children and their carers and pregnant women. These groups may be negatively impacted by the reduction in private car use. The Parking Action Plan will consider how best to mitigate impact on these groups. They will also **concurrently benefit from the strategy's objective to improve public transport in the borough.**

All residents will benefit from the strategy's focus on making the borough's streets safer. This will be of particular benefit to people who are more vulnerable to road traffic due to their protected characteristic - older people, people with disabilities and children.

Sex

The borough has a relatively equal gender split - just over half the population is female (50.5%) in line with England and London.

Research from 2013 has found that men in Haringey are more than three times as likely to cycle as women. The Council is committed to continuing its active travel programme of cycle promotion and training for its residents. The Cycling and Walking Action Plan will examine the barriers to protected groups and set out a list of actions needed to increase the proportion of these protected groups making trips by bicycle and on foot in the borough.

Women are also more likely to be primary carers to young children. They may be negatively impacted by the reduction in private car use, but should concurrently benefit from the **strategy's objective to improve public transport in the borough.**

Gender Reassignment

We do not hold data on the number of people who are seeking, receiving or have received gender reassignment surgery. The Equality and Human Rights Commission estimate that there is between 300,000-500,000 transgender people in the UK¹. It is anticipated that people with this protected characteristic will not be disproportionately impacted by this policy and have no specific needs relating to this characteristic.

Age - Children

Haringey's population is relatively young with a quarter of the population under the age of 20, and 91% of the population aged under 65.

Children make up a quarter of the population and are concentrated in wards in the east of the borough where deprivation is highest. Over 1 in 3 children in Haringey live in poverty. Children will therefore benefit from a reduction in Transport Poverty as their families will rely less on car for transport.

Childhood obesity remains a problem in Haringey. 23.03% of reception children and 36.67% of year 6 children in Haringey schools are overweight or obese. There is a clear relationship between the prevalence of obesity and the level of deprivation for both reception and year 6 children. Research has found that in Haringey children aged 5-19 years are the age group to **cycle most frequently.** They should therefore receive health benefits from the Strategy's focus on increasing Active travel options.

¹ <https://www.equalityhumanrights.com/en/trans-inequalities-reviewed/introduction-review>

All residents will benefit from the strategy's focus on making the borough's streets safer. This will be of particular benefit to children.

Age – Older People

A 2013 study found that once residents reach the age of 60, their frequency of cycle use rapidly drops. In addition, a Scrutiny Review of Sustainable Transport in Haringey was carried out in 2009. A major concern identified was the reliability of door-to-door travel provision for the elderly and the disabled, including dial a ride, community transport and hospital transport. Older people were also concerned about footway condition and lighting.

The needs of older people that have been identified will be taken into account in the detail of the action plans.

Disability

Census data shows that 14% of residents have a long-term health problem that limits their day to day activity - lower than in England but in line with London. 5.7% of residents report being in bad health, slightly higher than England and London.

Research has found women, disabled people and people from black and minority ethnic backgrounds are less likely to participate in sport, and therefore may be less likely to engage in active travel options. The Council is committed to continuing its active travel programme of cycle promotion and training for its residents. The Cycling and Walking Action Plan will examine the barriers to protected groups and set out a list of actions needed to increase the proportion of these protected groups making trips by bicycle and on foot in the borough.

People with mobility-related disabilities, age-related disabilities, and hidden disabilities may not be able to benefit from engaging in active travel. These groups may be negatively impacted by the reduction in private car use, but will concurrently **benefit from the Strategy's specific** objective to provide a high quality, accessible and wheelchair-friendly public transport network meeting the needs of Haringey residents, visitors and businesses. The Parking Action Plan will also pay due regard to the needs of people with this particular characteristic.

Race and Ethnicity

Haringey is the 5th most ethnically diverse borough in the country. 66% of residents come from non-White British communities, compared to 20% in England, 55% for London and nearly 81% of our schoolchildren. 190 different languages are spoken in Haringey schools - almost half of all pupils in Haringey Schools speak English as an additional language. Non-White British communities are concentrated in deprived areas – rising to 83.4% of the population in Northumberland Park, the most deprived ward. They will therefore benefit from reduction in Transport poverty.

Research from 2013 revealed that similar numbers of people from white, black and mixed ethnic groups cycle regularly, whilst people from an Asian background cycle less. However, people of Black and Asian ethnicity are more likely to never cycle at all compared to all other ethnic groups. The Council is committed to continuing its active travel programme of cycle promotion and training for its residents. The Cycling and Walking Action Plan will examine the barriers to protected groups and set out a list of actions needed to increase the proportion of these protected groups making trips by bicycle and on foot in the borough.

Sexual Orientation

The ONS estimates that 3.7% of Haringey's population are lesbian, gay or bisexual (LGB), which is the 15th largest LGB community in the country. There are no anticipated specific travel needs identified for LGB people in the borough and they should not be disproportionately impacted by the strategy.

Religion or Belief

Haringey is one of the most religiously diverse places in the UK. The most common religion is Christianity, accounting for 45% of residents, less than London (48.4) and less than England (59.4%). The next most common religions are Islam (14.3%) – higher than London (12.3%) - and Judaism (3%) – higher than England & Wales. Haringey has a lower percentage of residents who are Hindu (1.8%) and Sikh (0.3%) than London (5.0% and 1.5%, respectively). A quarter of Haringey residents stated in the 2011 Census that they did not have a religion, higher than London (20.7%).

There are no anticipated specific travel needs identified for people of different faiths within the borough and they should not be disproportionately impacted by the strategy. It is however unknown whether cultural issues in some faith groups may prevent people taking up active travel. The Council is committed to continuing its active travel programme of cycle promotion and training for its residents and the Cycling and Walking Action Plan will examine the barriers to different protected groups and set out a list of actions needed to increase the proportion of these protected groups making trips by bicycle and on foot in the borough.

Pregnancy and Maternity

Women in Haringey who are pregnant or are caring for young babies will be negatively impacted by reduced focus in the strategy on private car use and they will be unable to take up cycling options. The Parking Action Plan will take account of the needs of women with this protected characteristic and women with this protected characteristic will also benefit from the Strategy's objective to improve public transport in the borough.

Marriage and Civil Partnership

In 2011, Haringey had a higher proportion of couples in a registered same sex civil partnership than England and London. 0.6% (or 1,191 residents), compared to 0.2% for England and 0.4% for London. People who are in a civil partnership will be treated no differently under the Strategy to people who are married.

4. a) How will consultation and/or engagement inform your assessment of the impact of the proposal on protected groups of residents, service users and/or staff?

Public consultation was held on the Transport Strategy from 10th November 2017 – 22nd December 2017. Consistent with the Council's adopted Statement of Community Involvement, the consultation involved public exhibitions, the use of social media including twitter, an electronic notification to the planning policy consultation database and engagement through the public Haringey Transport Forum and through workshops with Councillors.

The needs of protected groups were considered when deciding how to consult:

- The time and location of the exhibitions were chosen to not exclude any group

- Three accessible library locations were chosen in different parts of the borough
- The timing of exhibitions allowed for those who work or have childcare commitments the opportunity to attend
- Exhibition boards were designed to summarise the key points of the strategy to assist the visually impaired or those who have difficulty reading. Officers were on hand to explain the strategy and to take note of any comments received. The locations were also chosen because they are frequently used, particularly by school children, parents and older people.

The council sent over 300 emails to notify a range of stakeholders including schools, neighbouring boroughs, community groups including groups representing the elderly, resident association, and religious groups.

For those who do not have access to the internet, copies of the strategy were placed on deposit in all Haringey libraries and the Civic centre to review.

4. b) Outline the key findings of your consultation / engagement activities once completed, particularly in terms of how this relates to groups that share the protected characteristics

50 responses were received to the Strategy from a range of stakeholders.

26 of the responses were received from parents and children from Highgate School. Their concern was regarding two bus routes which provide a vital link between the school and neighbouring areas. The frequency and times of service meant many parents were driving their kids to school rather than using public transport. Although this is outside the scope of the transport strategy and is an issue for Transport for London (TfL), Haringey will work with TfL to see what can be done to improve the services.

Other responses were from resident groups and individual residents who were supportive of the Strategy but wanted more detail on how the outcomes would be achieved. This will be picked up in the detailed action plans the Council commits to preparing in the strategy.

One response from the Haringey Motorcycling community raised the concerns of the failure of the Strategy to acknowledge the role of motorcycles for those in transport poverty and a more sustainable solution to the car. The strategy has been amended to reflect this.

The needs of mobility impaired users on all modes of transport was raised by one respondent. 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. What is the likely impact of the proposal on groups of service users and/or staff that share the protected characteristics?

1. Sex

Women will benefit from reduction in transport poverty; improved public transport; improved health from active travel focus and improved air quality; safer streets.

Women are more likely to be primary carers to young children and they may be negatively impacted by the reduction in private car use. The strategy is not seeking to eliminate car use. Instead, it promotes a package of sustainable travel options including car clubs, car sharing and better public transport, which might be a better alternative to owning a private car.

Women are less likely to cycle than men. Promoting cycle training for the whole family could provide an alternative to the car and will be pursued through the enabling active travel priority in the strategy.

Positive	X	Negative	X	Neutral impact		Unknown Impact	
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2. Gender reassignment

It is anticipated that the impact on people undergoing or who have undergone gender reassignment will be the same as for people who do not share this protected characteristic.

Positive		Negative		Neutral impact	X	Unknown Impact	
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3. Age

Children and older people will benefit from reduction in transport poverty; improved public transport; improved health from being enabled to take up active travel options and improved air quality; safer streets.

Older people are more likely to be dependent on cars for travel, particularly as they are more likely to have a disability. They may be negatively impacted by the reduction in private car use. The strategy is not seeking to eliminate car use but to promote a package of sustainable travel options including car clubs, car sharing and better public transport, which might be a better alternative to owning a private car.

Positive	X	Negative	X	Neutral impact		Unknown Impact	
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4. Disability

Disabled people will benefit from reduction in transport poverty; improved public transport; improved health from being enabled to take up active travel options and improved air quality; safer streets. As a result of the public consultation, the strategy also specifically recognises the needs of mobility impaired users of all transport modes.

Disabled people are more likely to be dependent on cars for travel, particularly as they are more likely to have a disability. They may be negatively impacted by the reduction in private car use. The strategy is not seeking to eliminate car use but to instead promote a package of sustainable travel options including car clubs, car sharing and better public transport.

Positive	X	Negative	X	Neutral impact		Unknown Impact	
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5. Race and ethnicity

People from a Black and Minority Ethnic background will benefit from a reduction in transport poverty; improved public transport; improved health from being enabled to take up active travel options and from improved air quality; and safer streets.

Positive	X	Negative		Neutral impact		Unknown Impact	
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6. Sexual orientation

It is anticipated that the impact on people who identify as LGB will be the same as for people who do not share this protected characteristic.

Positive	X	Negative		Neutral impact		Unknown Impact	
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6. Religion or belief (or no belief)

It is anticipated that the impact on people from one faith group will be the same as for other faith groups or for people with no religion. All residents will benefit from a reduction in transport poverty; improved public transport; improved health from being enabled to take up active travel options and from improved air quality; and safer streets. The Strategy is not proposing to alter any existing parking arrangements in Haringey, including parking close to places of worship.

It may be the case that some religious groups cycle less than others and the overall effect of the strategy to increase cycling in Haringey will enable more people from these religious groups to cycle. This will be taken into account when developing Walking and Cycling Action Plan.

Positive	X	Negative		Neutral impact		Unknown Impact	
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7. Pregnancy and maternity

Pregnant woman and mothers up to 6 months after birth are unlikely to choose to cycle, despite the promotion of cycling in the strategy; they will benefit from improved public transport, improved air quality, and safer streets. Improvements to the walking environment will help woman push buggies in the borough and feel safer to walk around with a baby. Overall the strategy will have a positive impact on this characteristic.

The strategy is not seeking to eliminate car use but to instead promote a package of sustainable travel options including car clubs, car sharing and better public transport. Due regard will be given to the needs of this protected group in the Action Plans to be developed.

Positive	X	Negative		Neutral impact		Unknown Impact	X
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9. Marriage and Civil Partnership

It is anticipated that the impact on people who are in a civil partnership will be the same as for people who are married. All residents will benefit from a reduction in transport poverty; improved public transport; improved health from being enabled to take up active travel options and from improved air quality; and safer streets.

Positive	X	Negative		Neutral impact		Unknown Impact	
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10. Groups that cross two or more equality strands e.g. young black women

Many people will identify with more than one protected characteristic. For example, more than **70% of the borough's** young people are from ethnic minority backgrounds. There are no accumulative impacts identified in this plan on people who identify with more than one protected characteristic.

Outline the overall impact of the policy for the Public Sector Equality Duty:

- Could the proposal result in any direct/indirect discrimination for any group that shares the protected characteristics?
- Will the proposal help to advance equality of opportunity between groups who share a protected characteristic and those who do not?
This includes:
 - a) Remove or minimise disadvantage suffered by persons protected under the Equality Act
 - b) Take steps to meet the needs of persons protected under the Equality Act that are different from the needs of other groups
 - c) Encourage persons protected under the Equality Act to participate in public life or in any other activity in which participation by such persons is disproportionately low
- Will the proposal help to foster good relations between groups who share a protected characteristic and those who do not?

The strategy is not considered to result in any direct/indirect discrimination for any groups that shares the protected characteristics.

The strategy is considered to have a positive effect on all residents in Haringey. All residents will benefit from a reduction in transport poverty; improved public transport; improved health from being enabled to take up active travel options and from improved air quality; and safer streets.

There are groups protected under the equalities act that generally do not currently cycle in Haringey. The strategy aims to enable more cycle trips to be made by these groups by challenging the assumption made by these groups, providing cycle training and making bicycles more accessible. The needs of these groups will also be provided for within the Walking and Cycling Action Plan. The strategy will also prioritise within the Parking Action Plan and Sustainable Transport and Travel Action Plan the needs of protected groups who cannot be supported to take up active travel options.

The transport strategy will indirectly foster good relations between residents from protected groups and other residents in Haringey by creating a shared vision for transport in the borough over the next 10 years by improving health outcomes, creating a healthier and safer borough and reducing transport poverty.

6. a) What changes if any do you plan to make to your proposal as a result of the Equality Impact Assessment?

Outcome	Y/N
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.	Y
Adjust the proposal: the EqIA identifies potential problems or missed opportunities. Adjust the proposal to remove barriers or better promote equality.	N
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.	N

6 b) Summarise the specific actions you plan to take to remove or mitigate any actual or potential negative impact and to further the aims of the Equality Duty

Impact and which protected characteristics are impacted?	Action	Lead officer	Timescale
Reducing the reliance on the private car affects young children and their carers (more likely to be women); pregnant women; disabled people; and older people.	Provide a range of suitable alternatives to the car in the strategy and 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.	Emma Williamson & Neil Goldberg	On going
Removing barriers to cycling – older people, women, BAME and religion	Provide cycle training targeting protected groups, better cycle storage facilities for all, improved access to bicycles and ensure cycling routes are safe and well maintained. The needs of these groups will be addressed in further detail within Walking and Cycling Action Plan.	Emma Williamson, Denise Adolphe (Active Travel team) and Peter Boddy (Highways)	Ongoing
Supporting those with disabilities, including	Provide a range of suitable alternatives to the car in the	Neil Goldberg	Ongoing

people with hidden disabilities	<p>strategy for those who want to choose more sustainable modes of transport.</p> <p>Ensure the needs of this protected groups are addressed in the parking action plan committed to in the Transport Strategy</p>		
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Please outline any areas you have identified where negative impacts will happen as a result of the proposal but it is not possible to mitigate them. Please provide a complete and honest justification on why it is not possible to mitigate them.

None.

6 c) Summarise the measures you intend to put in place to monitor the equalities impact of the proposal as it is implemented:

The proposed Action Plans will set out the monitoring framework and targets for achieving the outcomes of this strategy. Targets will be set which reflect the impacts on identified protected characteristics in this EQIA.

The Action Plans will be subject to separate EQIAs and they will be subject to public consultation.

7. Authorisation

EqIA approved by (Assistant Director for Planning)		Date 21/2/2018
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