

# Enfield Council Predictive Equality Impact Assessment/Analysis

**NB if there is likely to be an impact on different groups of staff as a result of this proposal, please also complete a restructuring predictive EQIA form**

<b>Department:</b>	Environment & Operational Services			<b>Service:</b>	Healthy Streets Programme		
<b>Title of decision:</b>	Approval of Cycle Enfield Proposals for the A1010 North			<b>Date completed:</b>			
<b>Author:</b>	Richard Eason			<b>Contact details:</b>	X0698		
<b>1</b>	<b>Type of change being proposed:</b> (please tick)						
New Project	<input checked="" type="checkbox"/>	Policy change or new policy	<input type="checkbox"/>	Grants and commissioning	<input type="checkbox"/>	Budget change	<input type="checkbox"/>
<b>2</b>	<b>Describe the change, why it is needed, what is the objective of the change and what is the possible impact of the change:</b>						
<p>With a growing population, poor health and a declared climate emergency, Enfield Council is delivering projects to enable an increase in the levels of active travel across the Borough. This project is focussed on the A1010 North corridor and looks to implement segregated cycling lanes, as well as deliver a range of walking improvements.</p>							
<b>3</b>	<b>Do you carry out equalities monitoring of your service? If No please state why?</b>						
<p>The 'service' in this instance relates to users of the A1010 North corridor, including residents, businesses and community uses located along the route. However, there is limited specific information about the characteristics of the range of service users, which includes private vehicles users; taxis/minicab users; dial-a-ride users, pedestrians and cyclists. This is partly due to the range of organisations involved in providing services and partly due to the difficulty in collecting relevant monitoring data. Equalities monitoring was carried out in relation to previous A1010 North engagement. This highlighted that older people are less likely to be supportive of the project, along with those</p>							

who have a disability. To help address this, continued engagement with all affected parties will be required both pre and post implementation to help address issues that are identified.

<b>4. Equalities Impact</b> <b>Indicate Yes, No or Not Known for each group</b>	Disability	Gender	Age	Race	Religion & Belief	Sexual Orientation	Gender reassignment	Pregnancy & Maternity	Marriage & Civil Partnerships
1. Does equalities monitoring of your service show people from the following groups benefit from your service? (recipients of the service, policy or budget, and the proposed change)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No
2. Does the service or policy contribute to eliminating discrimination, promote equality of opportunity, and foster good relations between different groups in the community?	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
3. Could the proposal discriminate, directly or indirectly these groups?	No	No	No	No	No	No	No	No	No
4. Could this proposal affect access to your service by different groups in the community?	Yes	No	Yes	No	No	No	No	No	No
5. Could this proposal affect access <u>to information</u> about your service by different groups in the community?	No	No	No	No	No	No	No	No	No
6. Could the proposal have an adverse impact on relations between different groups?	No	No	No	No	No	No	No	No	No

If Yes answered to questions 3-6 above – please describe the impact of the change (including any positive impact on equalities) and what the service will be doing to reduce the negative impact it will have.

Although not supported by data, it is likely that all of the protected groups are users of the A1010 North corridor.

The two protected groups impacted by the A1010 North proposals are Age and Disability.

### **Protected characteristic: Age**

There are positive impacts in that segregated cycling facilities will enable a wide age range of people (from children to older people) to be able to choose to cycle safely. This can contribute towards better health and remaining physically active.

There is potential for negative impacts which are captured below, along with mitigating actions:

- Possible conflict at bus boarders – this has been mitigated by careful design of these features, including buffer strips, ramps and signage to cyclist to make it clear they are entering into a shared space area.
- Possible conflict if pedestrians drift into cycle lane where level tracks are provided – this is mitigated by including a buffer strip between pavement and cycle lane, as well consistently using a buff colour as a contrasting surface from the footway materials.
- Loss of pedestrian refuges and right turn pockets – the speed of general traffic is expected to be reduced by the narrowing of motor traffic lanes, potentially making it safer to cross away from formal crossing points. There is an increase in formal crossing facilities across the corridor.
- Change in road layout can create uncertainties whilst users adapt to the new road layout – a series of communication materials are issued by the Council in an effort to raise the profile of the programme. There is also engagement activity with local community groups, including the over 50s forum.

### **Protected characteristic: Disability**

There are positive impacts through the provision of side road treatments and other junction improvements / new crossing points that should assist wheelchair users and people with restricted mobility.

There is potential for negative impacts which are captured below, along with mitigating actions:

- Possible conflict at bus boarders – this has been mitigated by careful design of these features, including buffer strips, ramps and signage to cyclist to make it clear they are entering into a shared space area.
- Possible conflict in areas where cyclists and pedestrians are sharing space – in addition to the bus stop boarders, this type of design is minimised. Where it does occur, signage will be included and different materials used to provide a contrast, including the use of textured materials to denote the extent of these shared areas.

- Loss of parking for blue badge holders – blue badge holders will continue to be able to park in marked bays on-street. Dedicated blue badge bays will be introduced experimentally in a number of locations along the corridor as part of the scheme. Blue badge holders can also enter mandatory cycle lanes to set down and pick-up.
- Reduced opportunity for dial-a-ride to pick up and set down – the traffic order has been drafted to enable Dial-a-Ride vehicles to set down and pick-up within the lightly segregated cycle lanes.
- Change in road layout can create uncertainties whilst users adapt to the new road layout – a series of communication materials are issued by the Council in an effort to raise the profile of the programme. There is also engagement activity with local community groups, and contact with organisations such as Enfield Disability Action with a view to arranging events to help communicate new designs and listen to any ongoing issues with a view to implementing design adjustments.

\*If you have ticked yes to discrimination, please state how this is justifiable under legislation.

<b>5. Tackling Socio-economic inequality</b> Indicate Yes, No or Not Known for each group	Communities living in deprived wards/areas	People not in employment, education or training	People with low academic qualifications	People living in social housing	Lone parents	People on low incomes	People in poor health	Any other socio-economic factor Please state;
Will the proposal specifically impact on communities disadvantaged through the following socio-economic factors?	Yes	Yes	Yes	No	No	Yes	Yes	
Does the service or policy contribute to eliminating discrimination, promote equality of opportunity, and foster good relations between different groups in the community?	Yes	Yes	Yes	No	No	Yes	Yes	
Could this proposal affect access to your service by different groups in the community?	Yes	Yes	Yes	No	No	Yes	Yes	

If Yes answered above – please describe the impact (including any positive impact on social economic inequality) and any mitigation if applicable.

The A1010 North project will have a positive impact on people living in deprived wards / areas by improving personal health and fitness. Any shift from car use to more active forms of travel has the potential to increase financial resilience by reducing spend on travel costs. The project could also have a positive impact on people who are currently unemployed by making it easier for them to attend training courses and job interviews. There is the potential for a positive impact on people with low incomes as walking and cycling is a cheaper alternative than travelling by car or public transport. There is also potential to have a positive impact on people in poor health by increasing opportunities for physical activity and helping to tackle obesity. Physical activity has been shown to reduce long-term conditions (heart disease, diabetes, musculo-skeletal problems, mental illness by 20 – 40% depending on the condition.

## **6. Review**

How and when will you monitor and review the effects of this proposal?

Monitoring and evaluation will take place throughout the delivery of the scheme and during a post implementation period. This will provide opportunity for design adjustments, as well as for example the implementation of additional blue badge bays.

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### Action plan template for proposed changes to service, policy or budget

Title of decision: **Approval of Cycle Enfield Proposals for the A1010 North**

Team: Healthy Streets Programme      Department: Environment & Operational Services

Service manager: Richard Eason

Identified Issue	Action Required	Lead Officer	Timescale/ By When	Costs	Review Date/ Comments
Stakeholder Engagement	Improve / maintain dialogue with disability groups before, throughout construction period and post implementation.	Richard Eason	Ongoing	Funded by TfL	
Continue to minimise equalities barriers throughout implementation phase	Ensure contractor considers needs of vulnerable users throughout construction phase.	Richard Eason	Throughout Construction	Funded by TfL	
Scheme publicity	Continue to promote changes to the community through information and events.	Richard Eason	Throughout construction and during the period post completion	Funded by TfL	
Monitoring	Conducting of project monitoring, including the provision of a reporting mechanism to capture ongoing issues	Richard Eason	Ongoing	Funded by TfL	

Please insert additional rows if needed

**Date to be Reviewed:** August 2020

**APPROVAL BY THE RELEVANT DIRECTOR - NAME:** Doug Wilkinson **SIGNATURE**.....

This form should be emailed to [joanne.stacey@enfield.gov.uk](mailto:joanne.stacey@enfield.gov.uk) and be appended to any decision report that follows.