WCC Equality Impact Assessment (EqIA)

SECTION 1: Programme details

Name of the policy, project, service, or strategy being assessed, and a brief overview of its aims and objectives	Name of the policy: Sustainable Transport Strategy Westminster's Sustainable Transport Strategy (STS) is a new overarching strategic document for sustainable transport, replacing a wealth of separate existing policies and strategies. The overall aim of the Strategy is to improve transport, especially transport by sustainable modes like walking, cycling and public transport, in Westminster and reduce the negative impacts of our roads and streets, specifically reducing road danger and environmental harm. Transport policy impacts the whole of the city, although many of the negative impacts are currently unequally distributed. Following on from our initial engagement work with representatives of Westminster's communities and businesses the STS is organised under 6 priority areas: **Road Danger Reduction:** Westminster supports the Mayor of London's Vision Zero plan to eliminate all deaths and serious injuries on our streets. **Access & Inclusion**: Everyone in Westminster will be able to safely and easily access sustainable transport that meets their needs. **Health & Physical Activity:** Our streets and roads will have a positive impact on public health, supporting people to walk, wheel or cycle as a mode of transport **Air Quality:** Westminster will meet World Health Organisation guideline levels for air pollution by 2040, with the help of cleaner transport. **Climate Change:** Westminster's transport network will decarbonise to reach Net Zero by 2040, and the streets will become more resilient to the impacts of climate change. **Sustainable Economy**: Westminster will support economic activity and growth through sustainable transport measures, and encourage more sustainable freight, servicing and delivery.

	In addition to these six priorities the STS includes specific requirements to tailor our approach to different Street Types and to develop projects that are conscious of the range of Westminster policies, including policies that relate to the broad inequalities in our society. The STS is a 10-year strategic framework for action and decision making, not a list of specific projects. This EqIA therefore cannot attempt to discharge the Public Sector Equality Duty for all transport activities or projects over the next ten years, instead it needs to consider: Whether the characteristic under consideration creates specific transport needs that could be supported or harmed through the strategy (e.g. a need to travel to specific locations). Whether individuals with one or more protected characteristic face particular barriers to accessing or using transport that could be removed or increased through the strategy. Whether the policies and approaches set out in the STS will improve our ability to work to eliminate discrimination, advance equality of opportunity and foster good relations. Whether the policies and approaches set out in the STS actively hinder or prevent us from eliminating discrimination, advancing equality of opportunity and fostering good relations, and Where the policies and approaches in the STS are themselves neutral on these matters, whether there are specific issues that will need detailed consideration when designing subsequent schemes and projects. The way we move people and things, and the way we manage our road and street spaces, has significant impacts on almost all aspects of our lives. This means that there is the potential for well-designed schemes to have significant benefits, and for poorly designed schemes to have significant negative impacts. In nearly all cases there is also the potential for changes to transport to disproportionately impact people with protected characteristics, both negatively and positively. Many of these risks can only be dealt with fully during the development and design of individual schemes or action plans. Where this is the case, it is highlighted in section 3. Similarly, there are potential inequalities relating to transport that are outside the scope of the strategy. For instance, people with some protected characteristics may be subject to increased risk of experiencing discrimination or hate crimes on our streets or on public transport. While some steps can be taken in the design of transport schemes to reduce the likelihood of crime, policing of the transport network is done by the Metropolitan and British Transport Police.

SECTION 2: EqIA Screening:

Question	Answer (Yes, No, Unclear)	Impact (Positive, Negative or Neutral)
Does your programme have the potential to disproportionally affect men, women or those who identify as non-binary?	**Yes**	**Neutral**
Does your programme have the potential to disproportionally affect people of a particular race or ethnicity? This includes refugees, asylum seekers, migrants and gypsies and travellers.	**Yes**	**Neutral**
Does your programme have the potential to disproportionally affect people with a disability? Consider physical and learning disabilities and mental health conditions.	**Yes**	**Positive**
Does your programme have the potential to disproportionally affect people of certain sexual orientations?	**Yes**	**Neutral**
Does your programme have the potential to disproportionally affect people of different age groups? Consider children and elderly populations.	**Yes**	**Positive**
Does your programme have the potential to disproportionally affect those undergoing or intending to undergo the process of gender reassignment?	**Yes**	**Neutral**
Does your programme have the potential to disproportionally affect those due to pregnancy or maternity? The Equality Act protects women or birthing people from discrimination from when you become pregnant until your right to maternity leave ends and you return to work. If you do not have the right to maternity leave this is 2 weeks after the child is born.	**Yes**	**Positive**
Does your programme have the potential to disproportionally affect people of different faiths and beliefs?	**Yes**	**Neutral**
Does your programme have the potential to disproportionally affect people on low incomes or living in poverty?	**Yes**	**Positive**
Does your programme have the potential to disproportionally affect people living in the most deprived areas of WCC? There is further detail in Section 3 below in the socioeconomic and geographical box.	**Yes**	**Positive**
Does your programme have the potential to disproportionally affect care leavers? Care leavers are young people aged 16-25 years old who have been in care at some point since they were 14-years old and were in care on or after their sixteenth birthday. These young people are statutorily entitled to some ongoing help and support from the local authority after they leave care.	**Yes**	**Neutral**

If you have assessed the impact to any of the above questions to be Negative or Unclear, then you will need to complete Sections 3, 4.

If you have assessed the impact as Positive, explain the rational for this below and then go to Section 5.

The STS takes a broad view of transport –

- Transport is about how we move people and things (including waste) into, out of and through the City
- Transport takes place in the spaces between buildings
- Transport happens 24 hours a day, 365 days a year

Westminster is home to approximately 216,000 residents, 55,000 businesses and more than 750,000 jobs. Our daytime population increases to over 1.1 million with an influx of workers, students, shoppers and tourists.

Given the broad remit of the STS, 100% of the Westminster resident population and 100% of the people who visit the City, use or interact with transport services.

Any schemes which follow on from the adoption of the STS will contain risks of creating or exacerbating inequalities. The steps taken throughout the STS to mitigate these inequalities and, where possible, create the strategic opportunities to instead reduce inequalities are set out in section 3 below.

SECTION 3: Assessing the Impact

Please use this section to assess the impact of the programme on those with protected characteristics. Please answer the following questions in your assessment for each characteristic.

<table>
<tr><th>Protected characteristic</th><th>Analysis</th><th>Impact (Positive, Negative or Neutral)</th></tr>
<tr><td>Age</td><td>Background
2021 census: 75% of Westminster is working age (+6 over the London average). Our last census data saw a change in under 5-year-olds by -30% but an increase in 11 – 16-year-olds and 20 – 24-year-olds by 5% and 11% respectively. Relative to the rest of London, Westminster has 6% more young people (16 – 34 years).
The age breakdown of our population is:
<table>
<tr><td>Westminster</td><td></td></tr>
<tr><td>0 – 4 years</td><td>4%</td></tr>
<tr><td>5 – 9</td><td>4%</td></tr>
<tr><td>10 – 15</td><td>5%</td></tr>
<tr><td>16 – 24 years</td><td>13.9%</td></tr>
<tr><td>25 – 34 years</td><td>21.6%</td></tr>
<tr><td>35 – 64 years</td><td>37.4%</td></tr>
<tr><td>65+ years</td><td>12%</td></tr>
</table>
Summary of potential impacts:
Individual transport needs are different at different stages of life. In particular, significant destinations for travel are different at different ages – for example children and young people need to be</td><td>Positive</td></tr>
</table>

	able to access schools and colleges regularly and easily whilst older people may have an increased need to access community or medical services. Younger and older people may also face barriers related to accessing specific modes of transport, such as less ability to pay for public transport. Children and Older residents are most vulnerable to serious injury or death in road collisions. **Mitigations for negative impact/actions taken for positive impact:** <u>Road danger:</u> Policy 1 and related actions set out how we work to reduce the number of people Killed or Seriously Injured on our streets to zero by 2041, prioritising measures that address the worst hot spots first. Within this groups who are currently most impacted will ultimately see a disproportionate benefit. <u>Access to key destinations:</u> Policy 2 and related actions set out how we work to ensure that every person in Westminster can access sustainable transport options that meet their needs by 2034, including using data and local engagement to identify and prioritise locations where there is poor or inaccessible sustainable transport infrastructure. **Mitigations outside the scope of the STS:** <u>Cost of travel:</u> Transport for London provide free travel for older residents and for children. **Risks for future schemes to address:** <u>Severance:</u> Road schemes have the potential to make it more, instead of less, difficult to access age specific services or destinations. While adhering to Policy 2 of the STS will work to mitigate this risk schemes should ensure that they consider local impacts during the design stage.	

Disability	2021 census: 18% of residents in the borough said they had a long-term condition or disability that limited their life in some way. With the highest proportions in Church Street (21%), Westbourne (19%), and Queen's Park (18%), these rates are three times higher than our most affluent wards. It is important to bear in mind these same wards are the most likely to have unpaid carers (8-10% of residents). These same wards have a life expectancy of 76 years, 18 years less than the most affluent wards. **Summary of potential impacts:** People with different disabilities face a range of potential obstacles accessing different types of transport. For instance, people who use a wheelchair may struggle to navigate uneven or cluttered pavements, people who are blind may need textured surfaces to help identify safe crossing points and so on. People with mental impairments may struggle to navigate complex interchanges from one mode of transport to another, people with some forms of neurodiversity may find crowded or noisy spaces intimidating, and so on. Some people with disabilities may need to regularly access specific destinations associated with their disability – such as specialist clinics or support services. **Mitigations for negative impact/actions taken for positive impact:** <u>Physical barriers:</u> One of the overarching targets for the strategy is to ensure that all walking infrastructure meets the highest standards of safety and accessibility. This is given effect by Policy 2 and related actions, which sets out a range of measures to understand and remove barriers for everyone, including producing detailed guidance on what good walking infrastructure consists of. Priority is given to areas where provision is currently poor – Action 3.3 (a) makes sure that we will explicitly work with the health system to understand key locations. Action 2.3 sets out how will work with TfL and Network Rail to remove physical barriers to train, tube and bus services. <u>Other barriers:</u> A number of actions seek to improve the legibility of our network, including Action 2.1 (c) and Action 2.2 (b). Action 3.1 sets out how we will work to reduce unnecessary noise and Actions 1.1 (b) and 2.1 (b), among others, work to reduce overcrowding on our pavements. <u>Temporary barriers:</u> Roadworks can create temporary barriers to travel that are harder to navigate by disabled people. Action 2.4 (c) commits us to improving how we design and advertise diversion routes.	Positive

	Blue Badge: For some people with disabilities driving is the only realistic way to travel more than a short distance. This has long been recognised through the "blue badge" scheme. Our kerbside hierarchy continues support for this scheme by prioritising dedicated blue badge parking. **Mitigations outside the scope of the STS:** Public transport accessibility: Public transport services in London are run by TfL. Ultimately, they will need to do the work to remove physical or other barriers to access. Action 2.3 sets out what we think is necessary, and how we will support improvements. Through Action 3.3 (b) we can also work with health and social care services to promote TfL services such as dial-a-ride and the travel mentor scheme. **Risks for future schemes to address:** Improving our understanding: To ensure that our schemes work to improve accessibility for people with disabilities we will need to continuously improve our understanding of local barriers and needs. Policy 2 and related actions commit us to seeking out this information, and Policy 0 requires that we take into account the Community Equality Strategy.	
Gender reassignment	Gender identity refers to a person's sense of their own gender, whether male, female or another category such as non-binary. In Westminster 0.75% (1,329) of people do not identify with the same sex as their registered birth. This is lower than the London figure of 0.91% but higher than the England figure of 0.55%. In Westminster 9% of people did not respond to this question which should be kept in mind when considering these results because the trans population may actually be higher than reported **Summary of potential impacts:** In general transport needs, in terms of important destinations and accessibility, are not determined by gender or gender identity. However, some trans people may need to access specialist services associated with gender identity, trans healthcare, or reassignment. People with visible, or assumed, protected characteristics, such as being trans or non-binary, may be subject to increased risk of harassment and even violence in our public spaces – including on the streets or on public transport. Both the real and the perceived risk of harassment may be greater at night, or in certain locations. **Mitigations for negative impact/actions taken for positive impact:**	Neutral

	Access to key destinations: Policy 2 and related actions set out how we work to ensure that every person in Westminster can access sustainable transport options that meet their needs by 2034, including using data and local engagement to identify and prioritise locations where there is poor or inaccessible sustainable transport infrastructure. Crime and harassment: Policy 2 (b) and Action 2.3 (e) set out how we will work to improve safety, and improved safety on our streets through design. **Mitigations outside the scope of the STS:** Street crime and harassment (including on public transport): Public safety is ultimately a matter for the police. Where appropriate we will work with the metropolitan and British transport police services to continue to improve safety on our streets and on public transport. **Risks for future schemes to address:** Individual schemes will need to demonstrate how they have addressed the requirements of Policy 2 (b) and Action 2.3 (e).	
Marriage and Civil Partnership	54.4% of Westminster Adults have never been married, a 3% increase since the last census, despite this figure now including same-sex marriages. **Summary of potential impacts:** In general transport needs, in terms of important destinations and accessibility, are not determined by marriage or civil partnership. **Mitigations for negative impact/actions taken for positive impact:** Not applicable **Mitigations outside the scope of the STS:** Not applicable **Risks for future schemes to address:** Individual schemes will need ensure that they do not worsen the accessibility of licensed wedding and civil partnership venues.	Neutral
Pregnancy and maternity	General trends in census data show less births on average in Westminster over the past decade. **Summary of potential impacts:**	Positive

	People who are accessing fertility treatments, and people who are pregnant may have an increased need to access specific services. During pregnancy women may have a greater need for places to sit and public toilets. Parents of young children, including mothers and fathers on parental leave, may face barriers using a buggy on the streets and on public transport. **Mitigations for negative impact/actions taken for positive impact:** <u>Improved pavements, including benches:</u> One of the overarching targets for the strategy is to ensure that all walking infrastructure meets the highest standards of safety and accessibility. This is given effect by Policy 2 and related actions, which sets out a range of measures to understand and remove barriers for everyone, including producing detailed guidance on what good walking infrastructure consists of. Priority is given to areas where provision is currently poor – Action 3.3 (a) makes sure that we will explicitly work with the health system to understand key locations <u>Access to toilets:</u> Westminster has a separate strategy to improve public toilet provision. The STS supports this through Action 2.1 (a), which seeks to ensure that toilets are accessible from the street. <u>Access to key destinations:</u> Policy 2 and related actions set out how we work to ensure that every person in Westminster can access sustainable transport options that meet their needs by 2034, including using data and local engagement to identify and prioritise locations where there is poor or inaccessible sustainable transport infrastructure. **Mitigations outside the scope of the STS:** <u>Public transport accessibility:</u> Public transport services in London are run by TfL. Ultimately, they will need to do the work to remove physical or other barriers to access. Action 2.3 sets out what we think is necessary, and how we will support improvements.	
Race	In 2021, 28% of the population were 'White: British', and 25% was 'White: European or Other'. The next largest ethnic groups identified as 'Indian and Bangladeshi' (17%), 'Arab' (8%), and 'Black' (8%) and 7% of residents identifying with more than one ethnicity. When considering ethnicity and data it is important to note there can be major disparities within census groupings. For instance, Indian and Bangladeshi communities have great variance between	Neutral

	them in terms of outcomes but often are considered as one grouping in data. When considering ethnicity, it is important to consider that 20% of Westminster households do not have an adult or child who uses English as their primary language. Besides English the most spoken languages are Arabic, French, Spanish, Italian and Portuguese. **Summary of potential impacts:** In most cases transport needs, in terms of important destinations and accessibility, are not determined by race or ethnicity. However culturally significant destinations will often have a more than local catchment area where they serve geographically dispersed communities. People with visible protected characteristics, such as skin colour, may be subject to increased risk of harassment and even violence in our public spaces – including on the streets or on public transport. Both the real and the perceived risk of harassment may be greater at night, or in certain locations. People who are not fluent in English may struggle to decode signage and other transport information. **Mitigations for negative impact/actions taken for positive impact:** <u>Access to key destinations:</u> Policy 2 and related actions set out how we work to ensure that every person in Westminster can access sustainable transport options that meet their needs by 2034, including using data and local engagement to identify and prioritise locations where there is poor or inaccessible sustainable transport infrastructure. <u>Crime and harassment:</u> Policy 2 (b) and Action 2.3 (e) set out how we will work to improve safety and perceived safety on our streets through design. <u>Language barriers:</u> A number of actions seek to improve the legibility of our network, such as Action 2.1 (c) and Action 2.2 (b). **Mitigations outside the scope of the STS:** <u>Street crime and harassment (including on public transport):</u> Public safety is ultimately a matter for the police. Where appropriate we will work with the metropolitan and British transport police services to continue to improve safety on our streets and on public transport. **Risks for future schemes to address:**	

	Individual schemes will need to demonstrate how they have addressed the requirements of Policy 2 (b) and Action 2.3 (e).	
Religion/belief	Westminster is generally more Religious (73%) compared to London (63%) and England (53%). The most common religions are Christianity (37%) and Islam (20%). **Summary of potential impacts:** Access to places of worship is key to the practice of many faiths. As well as locally significant religious venues Westminster is home to a number of historically and nationally important places, such as Westminster Abbey, Westminster Cathedral, London Central Mosque, the Central Synagogue, the Khalsa Jatha British Isles and many others. Some religions impose restrictions on travel or modes of transport at particular times or have ceremonies and celebrations that include processions or other activities on the roads and streets. People with visible, or assumed, protected characteristics, such as membership of a specific religious community, may be subject to increased risk of harassment and even violence in our public spaces – including on the streets or on public transport. Both the real and the perceived risk of harassment may be greater at night, or in certain locations. **Mitigations for negative impact/actions taken for positive impact:** <u>Access to key destinations:</u> Policy 2 and related actions set out how we work to ensure that every person in Westminster can access sustainable transport options that meet their needs by 2034, including using data and local engagement to identify and prioritise locations where there is poor or inaccessible sustainable transport infrastructure. <u>Crime and harassment:</u> Policy 2 (b) and Action 2.3 (e) set out how we will work to improve safety, and perceived safety on our streets through design. **Mitigations outside the scope of the STS:** <u>Street crime and harassment (including on public transport):</u> Public safety is ultimately a matter for the police. Where appropriate we will work with the metropolitan and British transport police services to continue to improve safety on our streets and on public transport. <u>Outdoor events:</u> Some outdoor events may need a license to take place, licenses and permissions are governed by separate policy.	Neutral

	Risks for future schemes to address: Individual schemes will need to demonstrate how they have addressed the requirements of Policy 2 (b) and Action 2.3 (e). Individual schemes will need ensure that they do not worsen the accessibility of religious venues.	
Sex	**Summary of potential impacts:** In general transport needs, in terms of important destinations and accessibility, are not determined by sex or gender. However, some spaces and services are gender specific. Women and girls may be subject to increased risk of harassment and even violence in our public spaces – including on the streets or on public transport. Both the real and the perceived risk of harassment may be greater at night, or in certain locations **Mitigations for negative impact/actions taken for positive impact:** <u>Access to key destinations:</u> Policy 2 and related actions set out how we work to ensure that every person in Westminster can access sustainable transport options that meet their needs by 2034, including using data and local engagement to identify and prioritise locations where there is poor or inaccessible sustainable transport infrastructure. <u>Crime and harassment:</u> Policy 2 (b) and Action 2.3 (e) set out how we will work to improve safety, and perceived safety on our streets through design. **Mitigations outside the scope of the STS:** <u>Street crime and harassment (including on public transport):</u> Public safety is ultimately a matter for the police. Where appropriate we will work with the metropolitan and British transport police services to continue to improve safety on our streets and on public transport. **Risks for future schemes to address:** Individual schemes will need to demonstrate how they have addressed the requirements of Policy 2 (b) and Action 2.3 (e).	Neutral
Sexual Orientation	2021 census information on sexual orientation is only captured for people aged 16 and above. Approximately 5% of Westminster residents identify as LGBT+, slightly higher than the London average, and almost double the national average with the West End and Soho having the highest proportion (11%). It is important to	Neutral

	note 9% of residents do not respond to this question, thus, numbers are likely under-reported. **Summary of potential impacts:** In most cases transport needs, in terms of important destinations and accessibility, are not determined by sexual orientation. However, Westminster is host to a number of LGBT+ venues and destinations that have a more than local significance. People with visible, or assumed, protected characteristics, such as being LGBT+ may be subject to increased risk of harassment and even violence in our public spaces – including on the streets or on public transport. Both the real and the perceived risk of harassment may be greater at night, or in certain locations. **Mitigations for negative impact/actions taken for positive impact:** <u>Access to key destinations:</u> Policy 2 and related actions set out how we work to ensure that every person in Westminster can access sustainable transport options that meet their needs by 2034, including using data and local engagement to identify and prioritise locations where there is poor or inaccessible sustainable transport infrastructure. <u>Crime and harassment:</u> Policy 2 (b) and Action 2.3 (e) set out how we will work to improve safety, and perceived safety on our streets through design. **Mitigations outside the scope of the STS:** <u>Street crime and harassment (including on public transport):</u> Public safety is ultimately a matter for the police. Where appropriate we will work with the metropolitan and British transport police services to continue to improve safety on our streets and on public transport. **Risks for future schemes to address:** Individual schemes will need to demonstrate how they have addressed the requirements of Policy 2 (b) and Action 2.3 (e). Individual schemes will need ensure that they do not worsen the accessibility of LGBT+ venues.	
In addition to the nine protected characteristics, where relevant we also think about the socio-economic and geographical considerations of our residents.		
Socio-economic and Geographical	Westminster has the highest economic disparity in the country. The unemployment rate is 4%, same as the London figure, but higher than that of England at 2.9%. The LSOA with the highest unemployment rate is in the Westbourne ward, in this LSOA the	Positive

	unemployment rate is 10%, more than twice the Westminster average. Church Street is the London ward with the highest amount of deprivation (73.4%), meanwhile Knightsbridge & Belgravia has the lowest (28.9%). Additionally, in Westminster's most deprived wards, over 50% of children live below the UK poverty line. We know that economic capacity is the greatest determinant of health and is thus a critical component to addressing inequality in the borough. **Summary of potential impacts:** The way our transport network functions is intimately linked with geographical and socio-economic inequality in a variety of ways. Proximity to a good variety of good transport links is a very desirable feature of an area, which often has the effect of driving up rents and property prices, which in turn means that low-income households are often clustered in areas with poor transport. By extension more deprived areas are less well connected to key services such as schools, shops, GP surgeries and places of employment. It is also often the case that lower socio-economic status jobs, such as shift work and trades, are less well served by public transport and other sustainable modes than higher paying or higher status jobs, such as office work. The evidence also shows strong correlations between lower socio-economic status and higher casualty rates on our roads, more exposure to air pollution and lower rates of physical activity. Compounding the complexity of the picture, different ways of measuring and understanding transport connections tend to show only part of the picture at a time. For instance, TfL's Public Transport Access Levels (PTAL) measure, which is the standard used for a lot of studies in London, only considers the time it takes to get *onto* the public transport network. It does not consider where the routes take you, or how good the walking and cycling infrastructure is. Our Environmental Justice Measure shows a different picture, indicating that it is often the most deprived areas and those with the poorest connections where people rely the most on public transport to get to work or school. That is, the people who need public transport the most are working the hardest to get to it.	

	Mitigations for negative impact/actions taken for positive impact: Connections from deprived areas: The high-level target for Policy 6 commits us to continuous improvement in sustainable transport connections from areas of higher deprivation to employment, education and training clusters. We also commit to using a range of measures, including new metrics, to help us fully understand need and provision. A number of actions, such as Action 6.3 (c) and Action 6.4 (a), explain how we will work with specific economic sectors to increase their ability to use sustainable transport. **Mitigations outside the scope of the STS:** While the STS can improve connections and existing employment, training and education clusters it cannot, on its own, promote the creation of new services or new clusters. Instead, Actions 6.4 (b) and (c), as well as Policy 0, draw explicit links between transport and wider town planning concerns. **Risks for future schemes to address:** Individual schemes will have to demonstrate how they meet the aspirations of Policy 6, and how they contribute to the achievement of the target improve connections.	
Care Leavers	Westminster City Council currently has 177 Looked After Children and 348 care leavers who are aged between 18-25 years. **Summary of potential impacts:** In most cases transport needs, in terms of important destinations and accessibility, are not determined by status as a looked after child or as a care leaver. However, it is the case that being in care, or being a care leaver, can often exacerbate inequalities associated with age and/or low socio-economic status.	Neutral
Other Groups	Please consider groups that may be affected by your work, such as Migrants, English as Second Language Speakers, Carers and Members of the Armed Forces etc. **Summary of potential impacts:** There are unlikely to be impacts specific to “other groups” that do not intersect with one or more of the impacts discussed above (for instance while carers may have an increased need to travel outside the 9-5 working day, this is not different to the need identified for shift workers and so on).	Neutral

SECTION 4: Action Plan

Have you identified the need to reduce or remove any negative impacts, conduct work with those from protected groups to participate where their participation is disproportionately low, or fill any data gaps? If so, complete the Action Plan below to show the work that is planned.

Issue identified	**Planned Action**	**Lead Officer and Timeframe**
There is a lack is specific data about lived experience of people with protected characteristics on our streets and transport network.	Include specific opportunities during the consultation on the draft strategy to gather accounts of lived experience (including a question in the main consultation). Results from this data gathering will be considered during the post-consultation refinement of the STS.	Stephen Inch. During consultation and prior to final adoption.
This EqIA highlights a number of risks that will need to be acknowledged and addressed at the scheme design stage.	Produce an internal list or guide for scheme promoters highlighting these risks. Individual schemes will still need to produce bespoke EqIAs where required.	