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	Walking and Cycling Action Plan
Service area	Planning, Building Standards & Sustainability
Officer completing assessment	Maurice Richards and Neil Goldberg
Equalities/ HR Advisor	Hugh Smith
Cabinet meeting date (if applicable)	12 January 2021
Director/Assistant Director	Rob Krzyszowski

2. Summary of the proposal

Producing a Haringey Walking and Cycling Action Plan (WCAP) is a council commitment in the adopted 2018 Transport Strategy. The Transport Strategy states:

'This Strategy provides the overarching high-level statement of our ambitions for transport and highlights our key commitments over the next 10 years. The detailed actions of our key programmes and proposals are set out in a series of associated 'action plans' which will outline how the ambitions will be achieved. The proposed Action Plans which will follow the adoption of this strategy are:

- *Walking and Cycling Action Plan,*
- *Parking Action Plan,*
- *Sustainable Transport and Travel Action Plan; and*
- *The Local Implementation Plan.*

These Plans will outline actions and set targets to help deliver the Outcomes listed in Section 4 of this Strategy'

The WCAP is a 10-year plan which sets out how the council will deliver the aspirations in the Mayor of London's Transport Strategy (MTS), the 2018 Haringey Transport Strategy, and the government's 2020 Cycling and Walking Plan. Our plan will enable more walking and cycling in the borough and fulfil our ambitions to have a reputation for being a walking and cycling borough both regionally and nationally. The WCAP will better enable us to bid for funding from TfL, the DfT and other sources to help deliver our priorities.

The vision for the WCAP is by 2031 we want:

- a reputation for being one of the best walking and cycling boroughs, both regionally and nationally
- walking and cycling are natural choices
- active travel to have improved the wellbeing of our residents, reducing obesity and improving air quality
- to reduce motor vehicle use for short trips with a shift to active travel.

Underpinning the WCAP are 5 key policies. These policies can be found on page 8 of the WCAP and are titled:

1. Increasing active travel
2. People walking
3. People cycling
4. Delivering Low Traffic Neighbourhoods
5. Re-allocating road space to enable sustainable growth and to make walking and cycling safer

The WCAP identifies future transport schemes, their deliverability and cost, whether funding has been allocated for it and/or possible future sources of funding. The Wood Green and Tottenham regeneration areas have a greater focus to ensure the planned development and growth occurring in these areas is supported by a sustainable transport system which reduces car use in favour of walking and cycling. For the purpose of this EqIA, we focus on the policies and vision rather than the individual schemes. Any impacts of the schemes are assessed on a scheme by scheme basis, in accordance with our duties as the Highways Authority.

Equality Impact Assessments (EqIAs) were carried out for the 2018 Transport Strategy and the 2019-2022 Local Implementation Plan. As this WCAP is the driver for delivering these two documents, their EqIAs should be read alongside this EqIA. The EqIAs can be found here:

https://www.haringey.gov.uk/parking-roads-and-travel/travel/transport-strategy/haringey-local-implementation-plan-2019-2022-consultation, and

https://www.haringey.gov.uk/parking-roads-and-travel/travel/haringeys-transport-strategy

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, State of the Borough report July 2020	N/A
Gender Reassignment	No national or local collected data	N/A

Age	Haringey JSNA, 2011 Census ONS data, State of the Borough report July 2020	N/A
Disability	Haringey JSNA, 2011 Census ONS data, State of the Borough report July 2020	N/A
Race & Ethnicity	Haringey JSNA, 2011 Census ONS data, State of the Borough report July 2020	N/A
Sexual Orientation	ONS integrated household survey	N/A
Religion or Belief (or No Belief)	Haringey JSNA, 2011 Census ONS data, State of the Borough report July 2020	N/A
Pregnancy & Maternity	Haringey JSNA, 2011 Census ONS data, State of the Borough report July 2020	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?

Haringey is ranked 49th out of the 317 local authorities in England with respect to deprivation, and is the 4th most deprived borough in London, with deprivation more concentrated in the north east. Relative deprivation has reduced since 2015, though Haringey's London ranking has not shifted significantly.

Of all Inner London boroughs, Haringey has the second largest proportion that are earning below the London Living wage (29%). Haringey also has a higher than average number and rate of children living in all out-of-work benefit claimant households compared to London, though this is not among the highest levels in London. Children in the east of the borough are substantially more likely to be affected by income deprivation than those in the west. '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 and public transport.

Over 1 in 5 adults (21.9%) are inactive and do less than 30 minutes exercise a day in Haringey and almost 1 in 2 adults are overweight or obese (49.9%). In addition to this, over 1 in 5 children (22%) aged 4-5 and over 1 in 3 children aged 10-11 are obese or overweight (36.7%).

Sex

The borough has a relatively equal gender split – males 50.7% to females 49.3%

Research[1] by CyclingUK found that men do nearly three times as many cycling journeys as women, and travel more than four times as far. TfL's 2016 Attitudes to Cycle report[2] found that 'regular cyclists are more likely to be men, white, working and non-disabled – 20% of men report being 'regular' cyclists compared with 8% of women'. A research report by Sustrans titled 'Women, reducing the gender gap'[3] found that most women don't feel safe and are

[1] *https://www.cyclinguk.org/article/campaigns-guide/women-cycling*
[2] *https://tfl.gov.uk/corporate/publications-and-reports/cycling-and-walking*
[3] *https://www.sustrans.org.uk/our-blog/opinion/2019/january/how-can-we-challenge-the-cycling-gender-gap*

hesitant to start cycling, Women reported that they feel intimidated on the roads and its hard to take their place. There are issues with safety travelling on public transport and other active travel modes.

Research[4] from TfL states that the school run accounts for around a quarter of a million car journeys every morning in London. Women are more likely to be the primary carers to children and therefore it can be reasonably assumed they are more likely to take and collect children from school.

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 UK[5].

Age - Children

Haringey's population is relatively young population. There are 56,718 children in Haringey aged 0-17 years, representing 21% of the population.

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.

Childhood obesity remains a problem in Haringey. In Haringey in 2018/19, 23% of all Reception year students and 38% of all Year 6 students were recorded as overweight or obese.

Research by TfL [6] suggests that only 28% of children cycle to school 'regularly', with 62% of children having access to a bike.

Age – Older People

There are 28,630 people over 65 living in Haringey in 2020. This population is expected to see the most significant growth of any age group over the next ten years, growing by 29% to 36,972 residents in 2030.

The frequency of ill health rises with increasing age. Older people are particularly vulnerable to Cardiovascular Disease, diabetes, depression, dementia and falls which correlates with a rapid drop in cycle use frequency after the age of 60. The propensity for social exclusion among older people in Haringey is high, with the borough ranking 8th highest of all London boroughs.

A major concern often linked to social exclusion is mobility. Older people are often concerned about footway condition and lighting which can reduce their confidence for leaving the house. Older people also rely more on car-based door-to-door travel provision, including dial a ride, community transport and hospital transport.

Difficulties cycling increase with age. In the UK, cyclists aged over 60 are in the minority but numbers are increasing. Most older cyclists are likely to cycle for leisure, often choosing quieter routes away from busy roads.

Disability

[4] *https://www.london.gov.uk/what-we-do/transport/cycling-and-walking/making-walking-count*
[5] *https://www.equalityhumanrights.com/en/trans-inequalities-reviewed/introduction-review*
[6] *https://tfl.gov.uk/corporate/publications-and-reports/cycling-and-walking*

More than 19,500 people in Haringey have a physical disability; this equates to approximately 10% of the population aged 16-64. 4,500 people have a serious physical disability in Haringey, almost 5,000 people have sight loss which impacts upon daily living and around 15,700 adults have a moderate or severe hearing impairment.

Disabled people face significant barriers to walking and cycling. The most common physical barrier to walking is crossing the road. Having enough time to cross, not finding a safe place to cross the road, signalised crossings that do not work, are all barriers. Obstructions, advertising boards, wheelie bins and parked cars, are commonly encountered and make walking difficult. The most common barriers to cycling among disabled people are lack of appropriate equipment, low availability of safe cycling infrastructure and lack of confidence and support.

Race and Ethnicity

67.1% of the Haringey population are from a Black, Asian and minority ethnic groups or Other White ethnic groups compared to 60.7% in London. Around 16.5% of residents in Haringey are from Black ethnic groups and one in ten are Asian (10.3%). 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 and, it can be reasonably assumed, are more likely to face transport poverty.

Many recently arrived migrants are also protected under this characteristic as well as experiencing some of the other protected characteristics in this EqIA

The Mayor of London's 'Vision for Cycling' 2013[7] 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.

Sexual Orientation

The ONS estimates[8] suggest 4% of Haringey residents are gay or lesbian; this is slightly above the London average of 3.1%. This means Haringey has the 6th largest gay and lesbian population of all London boroughs, and the 9th largest of all local authorities in the country. There are issues with safety travelling on public transport and other active travel modes.

Religion or Belief

The proportion of Haringey residents saying they are Christian (45%) is in line with statistical neighbour boroughs (46%), and is slightly below London (48%), while Haringey residents are more likely to identify as having no religion (25% compared to 21% among both statistical neighbours and London).

The next most common religions after Christianity 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).

[7] *www.london.gov.uk/what-we-do/transport/cycling-and-walking/mayors-vision-cycling*
[8] *ONS Annual Population Survey, 2013-15*

It is however unknown whether cultural issues in some faith groups may prevent people taking up active travel. We do know that 'home and family responsibilities' and 'work and study commitments' are barriers to participation for some faith groups. Religious commitments can leave little time for sporting activities, for example attending religious institutions for study and worship[9].

Pregnancy and Maternity

The number of births in Haringey in 2017 were 3,881. This equates to approximately 3% of number of births in London in the same year. Fertility rates in Haringey are marginally lower than those for Greater London.

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.

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?

Consultation and engagement will be used to inform our assessment of the impact of proposed policies on protected groups of residents and service users.

Public consultation on the WCAP will be carried out following agreement from Cabinet. Consideration of social distancing requirements will mean normal practices for engagement will need to be adjusted. However, we will use social media including twitter, an electronic notification to our consultation database and engagement through the public Haringey Transport Forum. We will also target specific groups, such as disability groups, for individual discussions on the WCAP.

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

Public consultation will be carried out following agreement from Cabinet to consult. This section will be updated once the consultation is completed.

However, we know from the consultation on the Transport Strategy in 2018 that residents on the whole support the need to enable more journeys to be made by walking and cycling and the need to reduce reliance on the private car. The consultation confirmed that residents broadly supported the policy shift towards more sustainable modes of transport as a means of cutting congestion, reducing the reliance on the private car, tackling air quality, and addressing public health and well-being. Many respondents expressed an interest to see the detail emerge from the action plans. The consultation summary of the Transport Strategy can be found here: https://www.haringey.gov.uk/parking-roads-and-travel/travel/haringeys-transport-strategy

[9] *Policy Analysis Research Summary, November 2011 'What are the barriers to cycling amongst ethnic minority groups and people from deprived backgrounds?'*

5. What is the likely impact of the proposal on groups of service users and/or staff that share the protected characteristics?

1. Sex

Men are significantly more likely to cycle then women. So the improvements to cycling infrastructure are more likely to have an immediate positive impact on men. Women are more likely to be primary carers to young children; and therefore, it can be reasonably assumed, they are more likely to take and collect children to school; and are more likely than men to head single parent households who have higher levels of poverty.

The prioritisation of walking and cycling over private car use, may negatively impact women. However, women will also benefit from safer and healthier streets and improved air quality. The WCAP will only be successful if it results in an increase in women cycling. It will therefore tackle the safety and intimidation barriers, mentioned above, they face and support them to achieve the health and financial benefits of active travel.

To note, the action plan is not seeking to eliminate car use. The action plan promotes reorganising car parking to enable better/wider footways and improved cycling infrastructure, in line with TfL healthy streets criteria. The council's Highways team is improving how parking is managed and prioritised which is the best mechanism for mitigating impacts on this group. We will also continue to assess the impact of our transport schemes on these protected groups to ensure we minimise any possible impact.

Positive	X	Negative	X	Neutral impact		Unknown Impact	

2. Gender reassignment

There is no data to suggest that the WCAP will have a differential impact on people undergoing or who have undergone gender reassignment.

Positive		Negative		Neutral impact		Unknown Impact	X

3. Age

Children and older people will benefit from improved personal health as a result of safer and healthier streets and improved air quality. Opportunities for cycle training will enable more people to feel confident about cycling and will result in more participation. Older people who choose to cycle will enable them to stay fit which could improve current or future health conditions.

Older people are more likely to be dependent on cars for travel, rather than walking and cycling particularly as they are more likely to have a disability. They may be negatively impacted by the action plan. As stated above, the action plan is not seeking to eliminate car use. The action plan promotes reorganising car parking to enable better/wider footways and improved cycling infrastructure, in line with TfL healthy streets criteria.

Positive	X	Negative	X	Neutral impact		Unknown Impact	

4. Disability

Disabled people will benefit from safer and healthier streets and improved air quality. The action plan specifically recognises the needs of mobility impaired users of all transport modes.

Disabled people are more likely to be dependent on cars for travel rather walking and cycling. They may be negatively impacted by the action plan's priority to enable more walking and cycling. As stated above, the action plan is not seeking to eliminate car use. The action plan promotes reorganising car parking to enable better/wider footways and improved cycling infrastructure, in line with TfL healthy streets criteria. The action plan recognises that for some, walking and cycling is not the first preference for travel.

To note, the plan was developed in consultation with disability groups.

Positive	X	Negative	X	Neutral impact		Unknown Impact	

5. Race and ethnicity

There are differences in the level of cycling between racial and ethnic groups. The WCAP will only be successful if it results in an increase cycling across the breadth of Haringey's communities. It will therefore need to tackle the barriers they face and support them to achieve the health and financial benefits of active travel. The consultation will seek to explore if there are specific cultural barriers to cycling among different groups.

However, people from a Black and Minority Ethnic background are more likely to be impacted by transport poverty and will equally benefit from safer and healthier streets, improved health from being enabled to take up active travel options and from improved air quality.

Positive	X	Negative		Neutral impact		Unknown Impact	

6. Sexual orientation

There is no data to suggest that the WCAP will have a differential impact on sexual orientation.

Positive		Negative		Neutral impact		Unknown Impact	X

6. Religion or belief (or no belief)

It may be the case that some religious groups cycle less than others and the overall effect of the action plan is to increase cycling in Haringey will enable more people from these religious groups to cycle. The consultation will seek to understand if there are barriers for specific religious groups.

Positive	X	Negative		Neutral impact		Unknown Impact	

7. Pregnancy and maternity

Pregnant woman will benefit from safer and healthier streets, improved health from being enabled to take up active travel options and from improved air quality. Improvements to the walking environment will help women (and men) 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.

As stated above, the action plan is not seeking to eliminate car use. The action plan promotes reorganising car parking to enable better/wider footways and improved cycling infrastructure, in line with TfL healthy streets criteria.

Positive	X	Negative		Neutral impact		Unknown Impact	

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. Residents will benefit from safer and healthier streets, improved health from being enabled to take up active travel options and from improved air quality.

Positive	X	Negative		Neutral impact		Unknown Impact	

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, young people from ethnic minority backgrounds or recently arrived migrants of different ages, sex, and possible disability from different ethnic minority backgrounds.

There are no accumulative impacts identified in this WCAP on people who identify with more than one protected characteristic. All residents will benefit from safer and healthier streets, improved health from being enabled to take up active travel options and from improved air quality.

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 action plan is not considered to result in any direct/indirect discrimination for any groups that share the protected characteristics and should advance equality of opportunity by addressing the barriers faced by groups with protected characteristics.

The action plan is considered to have an overall a positive effect on residents in Haringey. Residents will benefit from safer and healthier streets, improved health from being enabled to take up active travel options and from improved air quality.

There are groups protected under the equalities act that generally do not currently cycle in Haringey or walk as a consequence of safety and pollution fears. The action plan aims to enable more cycle trips to be made by all groups, providing cycle training and making bicycles more accessible and challenging perceptions on cycling

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
Enabling more walking and cycling can affect young children and their carers (more likely to be women); pregnant women; disabled people; and older people who are more likely to rely on cars.	The action plan will recognise the needs of those who cannot walk and cycle. The action plan is not intending to eliminate parking but to reorganise parking provision, taking into consider those most in need.	Maurice Richards, Transport Planning Team Manager	On going

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 impact will be monitored through feedback from residents, consultations, ward councillors and other representative groups as part of the planned public engagement.

7. Authorisation	
EqIA approved by ROB KRZYSZOWSKI (Assistant Director)	Date 22/9/2020