

Equality Impact Assessment (EqIA) September 2024

Equality Impact Assessment (EqIA)		
Type of Decision: Key Decision	Cabinet	
Title of Proposal	Transport Local Implementation Plan (LIP3)	Date EqIA created 05/07/18
Name and job title of completing/lead Officer	David Eaglesham - Head of Traffic, highways & asset Management	
Directorate/ Service responsible	Community Directorate	
Organisational approval		
EqIA approved by Directorate Equality Task Group (DETG) Chair	Name Dave Corby	Signature <input checked="" type="checkbox"/> Tick this box to indicate that you have approved this EqIA Date of approval 18/07/2018

1. Summary of proposal, impact on groups with protected characteristics and mitigating actions
(to be completed after you have completed sections 2 - 5)

a) What is your proposal?

Preparation of LIP3 is a statutory requirement and is prepared under Section 145 of the GLA Act and sets out how the borough proposes to deliver the Mayor’s Transport Strategy (MTS) in the borough, as well as contributing to other local and sub-regional goals.

LIP3 identifies how LB Harrow will work towards improving the transport network and achieving the MTS priorities and which are:

- Healthy Streets and healthy people
- A good public transport experience
- New homes and jobs

It also outlines how Harrow Council will set local priorities, targets and a delivery plan in order to assist with achieving these Mayoral priorities.

b) Summarise the impact of your proposal on groups with protected characteristics

There are wider benefits to all members of the public and all people within the protected characteristics groups. Additionally there are specific benefits for those for those with mobility issues, learning difficulties or more vulnerable road users such as the elderly and children in the Age and Disability groups which will improve access to the transport network and their quality of life. These specific benefits will be delivered through healthier streets, improved air quality initiatives, more dropped kerbs, disabled parking, easier road crossing facilities, increased provision of seating, Shopmobility, travel training and travel planning support.

2. Assessing impact					
You are required to undertake a detailed analysis of the impact of your proposals on groups with protected characteristics. You should refer to borough profile data , equalities data , service user information, consultation responses and any other relevant data/evidence to help you assess and explain what impact (if any) your proposal(s) will have on each group. Where there are gaps in data, you should state this in the boxes below and what action (if any), you will take to address this in the future.		What does the evidence tell you about the impact your proposal may have on groups with protected characteristics? Click the relevant box to indicate whether your proposal will have a positive impact, negative (minor, major), or no impact			
Protected characteristic	For each protected characteristic, explain in detail what the evidence is suggesting and the impact of your proposal (if any). Click the appropriate box on the right to indicate the outcome of your analysis.	Positive impact	Negative impact		No impact
			Minor	Major	
Age	<p>Wider benefit for all members of the public. Affects vulnerable road users, particularly the elderly and children in a positive way.</p> <p>Increased provision of healthy streets suitable for improved access for all; including improved road safety, additional seating, an improved environment for walking and cycling and general environmental improvements.</p> <p>More active travel provides health benefits, cycle training and walking for Health encouraged. School travel planning supports safer and more sustainable journeys to school.</p> <p>Deliver road safety interventions and resources for road users aged 60+ by targeting community groups, day centres and social clubs, facilitating bespoke workshops and presentations and providing road safety literature.</p>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Disability	<p>Wider benefit for all members of the public. Affects people with impaired mobility and learning difficulties in a positive way.</p> <p>More appropriately located disabled parking spaces.</p> <p>Ongoing shopmobility and travel training support.</p> <p>Healthy streets reviews to include appropriate dropped kerbs and improved road crossings suitable for those with visual or auditory impairments.</p> <p>Increased provision of healthy streets suitable for improved access for all; including improved road safety, additional seating, an improved environment for walking and cycling and general environmental improvements.</p> <p>Independent travel training supported for people with learning difficulties.</p>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Gender reassignment	Wider benefit for all members of the public. No specific impact on this protected characteristic. Increased provision of healthy streets suitable for improved access for all; including improved road safety, additional seating, an improved environment for walking and cycling and general environmental improvements. Cycle training and Walking for Health encouraged.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Marriage and Civil Partnership	Wider benefit for all members of the public. No specific impact on this protected characteristic. Increased provision of healthy streets suitable for improved access for all; including improved road safety, additional seating, an improved environment for walking and cycling and general environmental improvements. Cycle training and Walking for Health encouraged	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Pregnancy and Maternity	Wider benefit for all members of the public. No specific impact on this protected characteristic. Increased provision of healthy streets suitable for improved access for all; including improved road safety, additional seating, an improved environment for walking and cycling and general environmental improvements. Walking for Health encouraged.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Race/ Ethnicity	Wider benefit for all members of the public. No specific impact on this protected characteristic. Increased provision of healthy streets suitable for improved access for all; including improved road safety, additional seating, an improved environment for walking and cycling and general environmental improvements. Cycle training and Walking for Health encouraged.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Religion or belief	Wider benefit for all members of the public. No specific impact on this protected characteristic. Increased provision of healthy streets suitable for improved access for all; including improved road safety, additional seating, an improved environment for walking and cycling and general environmental improvements. Cycle training and Walking for Health encouraged.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

Gender	Wider benefit for all members of the public. No specific impact on this protected characteristic. Increased provision of healthy streets suitable for improved access for all; including improved road safety, additional seating, an improved environment for walking and cycling and general environmental improvements. Cycle training and Walking for Health encouraged.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Sexual Orientation	Wider benefit for all members of the public. No specific impact on this protected characteristic. Increased provision of healthy streets suitable for improved access for all; including improved road safety, additional seating, an improved environment for walking and cycling and general environmental improvements. Cycle training and Walking for Health encouraged.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<p>2.1 Cumulative impact – considering what else is happening within the Council and Harrow as a whole, could your proposals have a cumulative impact on groups with protected characteristics?</p> <p><input checked="" type="checkbox"/> Yes No <input type="checkbox"/></p>					
<p>The cumulative impact of this policy and other major policies combine to have a significant beneficial impact on people in the Age and Disabled protected characteristic groupings.</p>					
<p>2.2 Any other impact - considering what else is happening nationally/locally (national/local/regional policies, socio-economic factors etc), could your proposals have an impact on individuals/service users, or other groups?</p> <p><input checked="" type="checkbox"/> Yes No <input type="checkbox"/></p>					
<p>The policy has the potential for significant wider benefits to the health agenda and encouraging people to take up active travel.</p>					

3. Actions to mitigate/remove negative impact

Only complete this section if your assessment (in section 2) suggests that your proposals may have a negative impact on groups with protected characteristics. If you have not identified any negative impacts, please complete sections 4 and 5.

In the table below, please state what these potential negative impact (s) are, mitigating actions and steps taken to ensure that these measures will address and remove any negative impacts identified and by when. Please also state how you will monitor the impact of your proposal once implemented.

State what the negative impact(s) are for each group, identified in section 2. In addition, you should also consider and state potential risks associated with your proposal.	Measures to mitigate negative impact (provide details, including details of and additional consultation undertaken/to be carried out in the future). If you are unable to identify measures to mitigate impact, please state so and provide a brief explanation.	What action (s) will you take to assess whether these measures have addressed and removed any negative impacts identified in your analysis? Please provide details. If you have previously stated that you are unable to identify measures to mitigate impact please state below.	Deadline date	Lead Officer
N/A				

4. Public Sector Equality Duty

How does your proposal meet the Public Sector Equality Duty (PSED) to:

1. Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act 2010
2. Advance equality of opportunity between people from different groups
3. Foster good relations between people from different groups

There are no negative consequences of the implementation of this policy on relations between people from different groups or on unlawful conduct prohibited by the Equality Act 2010.

The proposed LIP3 will advance the equality of opportunity for people in the Age and Disability groups by enabling easier access to the transport network and access to all employment, entertainment and services thereby improving quality of life. In particular the policy will support vulnerable road users such as children, the elderly and those with mobility and learning disabilities.

5. Outcome of the Equality Impact Assessment (EqIA) click the box that applies

Outcome 1

No change required: the EqIA has not identified any potential for unlawful conduct or disproportionate impact and all opportunities to advance equality of opportunity are being addressed

Outcome 2

Adjustments to remove/mitigate negative impacts identified by the assessment, or to better advance equality, as stated in section 3&4

Outcome 3

This EqIA has identified discrimination and/ or missed opportunities to advance equality and/or foster good relations. However, it is still reasonable to continue with the activity. Outline the reasons for this and the information used to reach this decision in the space below.

Include details here