

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 between those with a 'relevant protected characteristic' and those without one;
- Fostering good relations between those with a 'relevant protected characteristic' and those without one.

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

Stage 1 – Screening

Please complete the equalities screening form. If screening identifies that your proposal is likely to impact on protect characteristics, please proceed to stage 2 and complete a full Equality Impact Assessment (EqIA).

Stage 2 – Full Equality Impact Assessment

An EqIA provides evidence for meeting the Council's commitment to equality and the responsibilities under the Public Sector Equality Duty.

When an EqIA has been undertaken, it should be submitted as an attachment/appendix to the final decision making report. This is so the decision maker (e.g. Cabinet, Committee, senior leader) can use the EqIA to help inform their final decision. The EqIA once submitted will become a public document, published alongside the minutes and record of the decision.

Please read the Council's Equality Impact Assessment Guidance before beginning the EqIA process.

1. Responsibility for the Equality Impact Assessment	
Name of proposal	School Streets (Batch 1a and 1b) - review of 10 School Streets introduced under experimental traffic management order procedures
Service area	Carbon Management / Highways
Officer completing assessment	Joe Baker / Tim Walker
Equalities/ HR Advisor	Joe Wills
Cabinet meeting date (if applicable)	Feb 2022
Director/Assistant Director	TBC

2. Summary of the proposal

Please outline in no more than 3 paragraphs

- The proposal which is being assessed*
- The key stakeholders who may be affected by the policy or proposal*
- The decision-making route being taken*

The proposed decision is to approve and make permanent 10 School Streets that have been installed under an Experimental Traffic Order since November 2020. School Streets create a safe walking and cycling zone on the road(s) outside of a school at times of pick up and drop off.

These 10 School Streets have been informed from feedback from key stakeholders including pupils, teachers, parents/carers, residents and businesses. To reach this determination the Council has also monitored traffic levels, air quality, and impacts on the wider road network.

Those who are most likely to benefit from a School Street are those who want or need physical activity in a safe space, and those who can benefit from a calmer route to the school at the start of the day. Children and those with health conditions which make them more vulnerable to health impacts from poor air quality will also benefit.

Those who are likely to be negatively impacted by proposed School Streets are those who need or want vehicular access to these roads during the times of operation.

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.

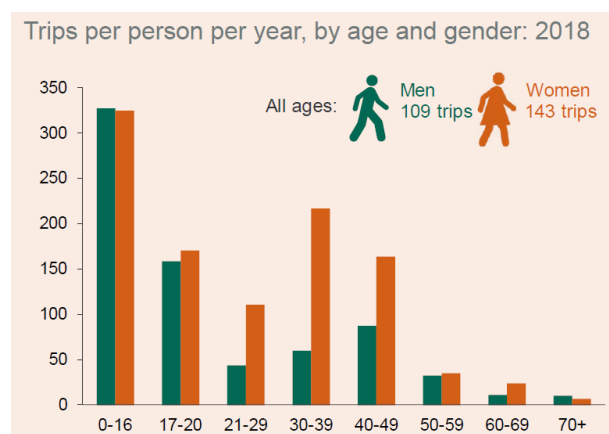
Protected group	Service users	Staff
Sex	Data on the sex of affected individuals come from census data, Haringey borough profile data and Haringey schools data. Data has also been used from the annual transport survey by the UK government and a study undertaken by the Scottish government.	N/A

Gender Reassignment	Data on the gender assignment of affected individuals comes from Haringey Borough profile data.	N/A
Age	Data on the age of affected individuals comes from Haringey borough profile data. Additional data comes from the UN and the UK transport survey.	N/A
Disability	Data on disabilities of affected individuals comes from Haringey borough profile data.	N/A
Race & Ethnicity	Data on the race and ethnicity of affected individuals comes from Haringey borough profile data. Additional data comes from the Guardian.	N/A
Sexual Orientation	Data on the sexual orientation of affected individuals comes from Haringey borough profile data.	N/A
Religion or Belief (or No Belief)	Data on the religion or belief of affected individuals comes from Haringey borough profile data.	N/A
Pregnancy & Maternity	Haringey borough data has been utilised.	N/A
Marriage and Civil Partnership	Haringey borough data has been utilised.	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?

Sex

Data from [Scotland](#) and the [UK Transport Survey](#) finds that women were more likely to escort children to school than men. We can assume that this is also true in Haringey.



The graph above, from the UK Transport Survey, demonstrates that women between 21-49, who are the group most likely to have primary school aged children, make more

trips on average than men. When taken with the data showing that women are more likely to accompany children on the school run, this suggests that women are making more of the school run trips in Haringey than men.

Therefore, women will be more effected by this proposal than men, as they may have to change the way they get to school.

Air quality exposure is [worse](#) inside of a vehicle than outside of it, so all groups, including those with protected characteristics, will benefit from increased active travel by lower exposure to poor air quality. They will also benefit from the other positives of active travel, such as the associated health benefits.

Implementing the school streets plan will therefore benefit these groups by improving air quality at the schools with the worst air quality and improving road safety at schools with the worst road safety issues.

Gender Reassignment

Air quality exposure is [worse](#) inside of a vehicle than outside of it, so all groups, including those with protected characteristics, will benefit from increased active travel by lower exposure to poor air quality. They will also benefit from the other positives of active travel, such as the associated health benefits.

Implementing the school streets plan will therefore benefit these groups by improving air quality at the schools with the worst air quality and improving road safety at schools with the worst road safety issues.

There is no data to suggest that school streets will disproportionately affect anybody who is undergoing or has undergone gender reassignment.

Age

These proposals will affect people with primary school aged children or children of this age group in their care, residents and businesses near the schools, teachers, the children who attend the schools and vehicle owners who use the road(s) for any other purpose.

Air quality exposure is [worse](#) inside of a vehicle than outside of it, so all groups, including those with protected characteristics, will benefit from increased active travel by lower exposure to poor air quality. They will also benefit from the other positives of active travel, such as the associated health benefits.

[Data](#) on air quality shows that it is particularly harmful for children and elderly people.

Children under the age of 10 have the [highest percentage](#) of pedestrian fatalities. The peak time for pedestrian injuries from vehicles is during the morning rush hour, which includes the school run. Therefore, young children will benefit most from the road safety improvements.

Implementing the school streets plan will therefore benefit these groups by improving air quality at the schools with the worst air quality and improving road safety at schools with the worst road safety issues.

Disability

Air quality exposure is [worse](#) inside of a vehicle than outside of it, so all groups, including those with protected characteristics, will benefit from increased active travel by lower exposure to poor air quality. They will also benefit from the other positives of active travel, such as the associated health benefits.

Implementing the school streets plan will therefore benefit these groups by improving air quality at the schools with the worst air quality and improving road safety at schools with the worst road safety issues.

School Streets have the potential to affect a disabled resident's access to their road or property. It would also affect any disabled person who needs vehicles access to the road for other reasons, such as disabled pupils being driven to the school. The plan includes recommendations for those with blue badges to be exempt from the school street restrictions to mitigate this. Vehicles transporting SEN students to the school will also be exempt from the restrictions.

Race & Ethnicity

Data shows that BAME individuals are [more likely](#) to be exposed to poor air quality in London than those not from BAME groups. We also know that poor air quality is more common in the east of Haringey, whilst the proportion of BAME residents is also higher in the east of Haringey. Therefore, we can surmise that BAME communities are presently more exposed to poor air quality in Haringey than non-BAME groups.

Air quality exposure is [worse](#) inside of a vehicle than outside of it, so all groups, including those with protected characteristics, will benefit from increased active travel by lower exposure to poor air quality. They will also benefit from the other positives of active travel, such as the associated health benefits.

Implementing the school streets plan will therefore benefit these groups by improving air quality at the schools with the worst air quality and improving road safety at schools with the worst road safety issues.

Sexual Orientation

Air quality exposure is [worse](#) inside of a vehicle than outside of it, so all groups, including those with protected characteristics, will benefit from increased active travel by lower exposure to poor air quality. They will also benefit from the other positives of active travel, such as the associated health benefits.

Implementing the school streets plan will therefore benefit these groups by improving air quality at the schools with the worst air quality and improving road safety at schools with the worst road safety issues.

There is no data showing that school streets will disproportionately affect people as a result of their sexual orientation.

Religion & Belief (or No Belief)

Air quality exposure is [worse](#) inside of a vehicle than outside of it, so all groups, including those with protected characteristics, will benefit from increased active travel by

lower exposure to poor air quality. They will also benefit from the other positives of active travel, such as the associated health benefits.

Implementing the school streets plan will therefore benefit these groups by improving air quality at the schools with the worst air quality and improving road safety at schools with the worst road safety issues.

There is no data showing that school streets will disproportionately affect people as a result of their sexual orientation.

Pregnancy & Maternity

Air quality exposure is [worse](#) inside of a vehicle than outside of it, so all groups, including those with protected characteristics, will benefit from increased active travel by lower exposure to poor air quality. They will also benefit from the other positives of active travel, such as the associated health benefits.

Implementing the school streets plan will therefore benefit these groups by improving air quality at the schools with the worst air quality and improving road safety at schools with the worst road safety issues.

No data shows that school streets will disproportionately target those who are pregnant. However, more mothers are likely to be taking children to and from schools. Alongside this, as explained in section 5, the effects of school streets on those who are pregnant has been taken into consideration during the development of the School Streets Plan.

Marriage and Civil Partnership

Air quality exposure is [worse](#) inside of a vehicle than outside of it, so all groups, including those with protected characteristics, will benefit from increased active travel by lower exposure to poor air quality. They will also benefit from the other positives of active travel, such as the associated health benefits.

Implementing the school streets plan will therefore benefit these groups by improving air quality at the schools with the worst air quality and improving road safety at schools with the worst road safety issues.

There is no data to suggest that those in a civil partnership will be affected in a different way than those in a marriage by the school streets proposals.

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?

Please outline which groups you may target and how you will have targeted them

Further information on consultation is contained within accompanying EqlA guidance

Consultation has primarily been targeted at statutory bodies, residents living near the schools, parents and carers who transport the children to school and the school itself.

Those with protected characteristics, specifically blue badge holders, will be targeted with communications about how to get an exemption from the restrictions. Consultations with all stakeholders will include individuals with protected characteristics.

Each school street has had its own engagement and consultation process whereby all people affected by a scheme have input into its delivery.

This process is described in more depth in the Cabinet Report and in the School Streets Plan (10th Nov 2020 Cabinet).

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

Explain how will the consultation's findings will shape and inform your proposal and the decision making process, and any modifications made?

Feedback from Haringey's first school street scheme at Lordship Lane Primary has informed decisions in the School Streets Plan. This feedback has been used to better understand how a scheme can impact on individuals with protected characteristics and these lessons have been embedded into the Council's approach moving forward.

For example, the school streets plan recommends ANPR camera enforcement in the vast majority of school streets, which allows all residents within the zone to leave the zone during the times of operation. This is in response to feedback from residents, school staff and officers about the bollard system at Lordship Lane. ANPR cameras are a way to ensure those with protected characteristics who live within a zone are not negatively impacted by the school street scheme.

Analysis of exemption data shows that approximately 15% of exemptions have been issued to motorists with a Blue Badge or have a disability that prevents the parents, carer or pupil from walking, cycling or wheeling to school. This indicates that the exemption system is working for those who most need it.

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

Please explain the likely differential impact on each of the 9 equality strands, whether positive or negative. Where it is anticipated there will be no impact from the proposal, please outline the evidence that supports this conclusion.

Further information on assessing impact on different groups is contained within accompanying EqIA guidance

1. Sex

By increasing active travel and improving road safety at schools it is anticipated that women, who are currently underrepresented among cyclists, will feel more confident and increase uptake of these modes.

Improving air quality and road safety around schools will have a positive net benefit for women in Haringey as national data shows that women are more likely to escort children to school than men.

Positive	Positive	Negative		Neutral impact		Unknown Impact	
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2. Gender reassignment

Implementing school streets is not expected to have any specific impact for those who have undergone or who are undergoing gender reassignment.

If any inequity in delivery is identified, steps will be taken to rectify this.

Positive		Negative		Neutral impact	Neutral	Unknown Impact	
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3. Age

It is anticipated that delivering school streets will benefit young people who will increase levels of active travel, be safer from cars and benefit from improved air quality. It is also anticipated that this group will benefit from the roads outside of their school being quieter, improving their confidence to walk and cycle

By improving the public realm, there is likely to be more social interaction which would lower the levels of social isolation that predominantly older people feel.

Positive	Positive	Negative		Neutral impact		Unknown Impact	
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4. Disability

It is anticipated that those with a disability will benefit from the improved air quality that school streets bring, the more accessible and public realm focussed improvements associated with school streets and from there being fewer cars on the road.

There may be negative impacts associated with restricting vehicle access to certain roads at certain times, however, this can be mitigated by allowing those with disabilities to apply for an exemption – allowing them to maintain access even during the times of restriction.

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

BAME communities in Haringey are more likely to live in areas with poor air quality. Therefore, implementing the school streets plan will have a positive impact on BAME communities by improving air quality.

Positive	Positive	Negative		Neutral impact		Unknown Impact	
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6. Sexual orientation

It is anticipated that implementing the School Streets Plan will have a neutral impact on those whose sexual orientation is a protected characteristic. School streets will not impact or affect this group in a different way to any other group and the needs of the LGBT community will be reflected in the plan and implementation of school streets.

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

It is anticipated that the School Streets Plan will have a neutral impact based on religion or belief, as there is no evidence that implementing school streets will disproportionately impact anyone because of their religion or belief.

Ensuring suitable levels of access to places of worship will be necessary during the implementation phase of specific school streets.

Positive		Negative		Neutral impact	Neutral	Unknown Impact	
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8. Pregnancy and maternity

Implementing school streets will have a positive impact on pregnant people. This is because poor air quality is more harmful to pregnant people.

There are also negative impacts associated with school streets for pregnant people. This is because pregnant people are less able to benefit from active travel, may have mobility issues and those living in school streets zones may need visits from health care professionals. The Council will endeavour to ensure any school street scheme does not result in disproportionately negative impacts for this group and implement appropriate mitigating measures.

School streets are a proportionate measure to achieve a legitimate aim and the benefits associated with improved air quality will outweigh any negative impacts.

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

School Streets will have a neutral impact on marriage and civil partnership. People in a marriage or in a civil partnership will be impacted the same by this policy.

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

Women are more likely than men to escort children to school. Therefore, improving air quality by schools is likely to have a positive impact on BAME women in Haringey. BAME pregnant women and BAME young women will therefore stand to benefit from the improvements to air quality and road safety.

Religious people with disabilities who need to access a place of worship in the school street zone during the times of operation could be disadvantaged by the schemes. However, the policy on exemptions allows for enough leeway to grant exemptions in these cases. Furthermore, most zones will not have a place of worship within them. In the zone(s) that do, this issue should be identified before beginning consultation and should be mitigated to ensure that a scheme does not negatively impact this group. Religious organisations within or near the zone will be engaged and have opportunities to request exemptions for these individuals before a scheme is implemented.

We know that certain transport inequalities exist in Haringey. In summary, school streets to promote active travel and improve air quality have potential to reduce inequalities that affect protected groups including children and young people and BAME communities. However, some groups may not be able to benefit from engaging in active travel, including people with mobility-related disabilities, some older people, and pregnant people. These groups may be negatively impacted by reduction in private car use. The School Streets Plan does not promote a complete ban on vehicle access to the zones due to the inequalities that exist and makes sure these groups are considered in developing fair policies.

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 relevant protected characteristics?
- Will the proposal help to advance equality of opportunity between groups who share a relevant 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 relevant protected characteristic and those who do not?

- No. There will be no discrimination as a result of implementing school streets. Each scheme will be unique and any issues that are identified will be rectified on a case by case basis.

- Most of the protected groups are experiencing the negative impacts of poor air quality at a disproportionate rate and therefore school streets will be a net positive.
- Those belonging to a protected group, such as disabled residents, will be accommodated by the school streets scheme and their access to their areas of residence will not be negatively impacted.
- Any negative impacts to protected groups are a proportionate means to achieve a legitimate outcome.

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

Further information on responding to identified impacts is contained within accompanying EqlA guidance

Outcome	Y/N
No major change to the proposal: the EqlA demonstrates the proposal is robust and there is no potential for discrimination or adverse impact. All opportunities to promote equality have been taken. <u>If you have found any inequalities or negative impacts that you are unable to mitigate, please provide a compelling reason below why you are unable to mitigate them.</u>	Yes
Adjust the proposal: the EqlA identifies potential problems or missed opportunities. Adjust the proposal to remove barriers or better promote equality. Clearly <u>set out below</u> the key adjustments you plan to make to the policy. If there are any adverse impacts you cannot mitigate, please provide a compelling reason below	No
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.	No

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 relevant protected characteristics are impacted?	Action	Lead officer	Timescale
Disabled residents may need vehicle access to their residence during the times of operation of a school street	Allow blue badge holders to apply for an exemption, to maintain access. Support disabled individuals in the zone to apply for blue badges if they do not already have one.	Parking and Operations	Ongoing
Pregnant people may struggle with mobility,	Make sure the exemption system has systems functionality so that it can	Parking and Operations	Ongoing

may need access for healthcare professionals, and may be unable to benefit from active travel improvements.	<p>be adaptable to the needs and concerns of everyone needing access to the zone.</p> <p>Ensure each scheme is implemented in a way that is most appropriate for the needs of those affected.</p>	And Active Travel Team	
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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.

All groups, including those with protected characteristics, will have their access to the roads at each school limited for certain periods. However, those who have mobility concerns will maintain access subject to an exemption certificate that can be applied for. Any PCN's unfairly issued (through the entering of a School Street) can be challenged.

Therefore, the other groups with protected characteristics who will have their access restricted will not be negatively impacted in a disproportionate or discriminatory way. These groups will have to walk slightly further to the school gates, along with all other groups, except those who require vehicle access for mobility reasons. All groups also stand to benefit from the improvements of air quality and road safety, which often disproportionately effects people with protected characteristics.

Therefore, the Council believes that this is a proportionate measure to achieve a legitimate aim.

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

- **Concerns raised by the schools.** This includes monitoring the impact on any protected groups such as accompanied transport systems for vulnerable students or those with mobility needs. The Council will engage with the school at a minimum annually to offer feedback on the School Street.
- **Number of Blue Badge Users applying for exemptions.** This will ensure that communications to road users within / using the School Street are aware of exemptions that they can apply for.
- **Concerns raised by residents.** To ensure that all communications highlights that those with mobility concerns are aware of exemptions.
- **Air Quality Levels.** The Council will continue to monitor air quality levels outside the schools to ensure that the benefits of the School Streets are measured.

7. Authorisation

EqlA approved by (Assistant Director/ Director)	Date
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8. Publication <i>Please ensure the completed EqlA is published in accordance with the Council's policy.</i>

Please contact the Policy & Strategy Team for any feedback on the EqlA process.