

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	Joe Wills
Cabinet meeting date (if applicable)	8 March 2022
Assistant Director	Rob Krzyszowski

2. Summary of the proposal
<p>Producing a Haringey Walking and Cycling Action Plan (WCAP) is a council commitment in the adopted 2018 Transport Strategy. The Transport Strategy states:</p> <p><i>‘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:</i></p> <ul style="list-style-type: none"> • <i>Walking and Cycling Action Plan,</i> • <i>Parking Action Plan,</i> • <i>Sustainable Transport and Travel Action Plan; and</i> • <i>The Local Implementation Plan.</i> <p><i>These Plans will outline actions and set targets to help deliver the Outcomes listed in Section 4 of this Strategy’</i></p> <p>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. The plan will enable more walking and cycling in the borough and fulfil the council’s ambitions to have a reputation for being a walking and cycling borough both regionally and nationally. The WCAP will better enable the council to bid for funding from TfL, the DfT and other sources to help deliver its priorities.</p> <p>The vision for the WCAP is by 2031 we want:</p> <ul style="list-style-type: none"> • 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 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 EqlA, 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 (EqlAs) 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 EqlAs should be read alongside this EqlA. The EqlAs 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 EqlA which is available on the HR pages.

Protected group	Service users	Staff
Sex	Haringey JSNA, 2011 Census ONS data, State of the Borough report December 2021	N/A
Gender Reassignment	No national or local collected data	N/A
Age	Haringey JSNA, 2011 Census ONS data, State of the Borough report December 2021	N/A

Disability	Haringey JSNA, 2011 Census ONS data, State of the Borough report December 2021	N/A
Race & Ethnicity	Haringey JSNA, 2011 Census ONS data, State of the Borough report December 2021	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 December 2021	N/A
Pregnancy & Maternity	Haringey JSNA, 2011 Census ONS data, State of the Borough report December 2021	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?

Socio-economic

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.

Sex

The borough has a relatively equal gender split – males 50.7% to females 49.3%. Haringey's men to women ratio is in line with the rest of London.

In London, the key demographic differences between women and men are employment status and household income. Women are also more likely to be the primary carer of children at home including accompanying younger children to school. Both factors influence the travel behaviour of women in London. In transport terms, women make a greater number of journeys per weekday than men. Trips made by women tend to be shorter according to Transport for London data¹.

Walking is the most commonly used type of transport by women (95% walk at least once a week).

¹ Travel in London: Understanding our Diverse Communities <http://content.tfl.gov.uk/travel-in-london-understanding-our-diverse-communities-2019.pdf>

Women are more likely to use buses than men (62% compared with 56%), but are less likely to use other types of transport including the Tube (38% women compared with 43% men)

Women are less likely than men to drive at least once a week (33% compared with 42%). However, they are more likely to be a car passenger (51% compared with 37% of men)

Women are more likely than men to be travelling with buggies and/or shopping, and this can affect transport choices.

Women are more likely than men to experience worrying incidents when travelling on public transport and are more likely to be deterred from using public transport more often by a number of different barriers including harassment²

14% of women report experiencing some form of unwanted sexual behaviour while travelling in London in the previous year (the equivalent figure for men is 6%). Furthermore, 41% of women who experienced an incident of unwanted sexual behaviour did not report it because they felt it was not serious enough

A higher proportion of journeys made by women are for shopping/personal business than men (25% compared with 18%)

Women are less likely than men to be employed full or part-time, and this is reflected in the smaller proportion of journeys that are made for work purposes (25% compared with 38%)

79% of women in London report being able to ride a bike, compared with 91% of males. Research³ 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 report⁴ 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'⁵ found that most women don't feel safe and are 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.

Research⁶ 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

Census data is not available for gender reassignment. The Council 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 UK⁷.

Age - Children

Haringey has a relatively young population. It has a higher proportion of 20-44 year olds than London (46.4% and 34.2% respectively) and a lower proportion of pensioners (65+) than London

² Most women have been harassed on public transport <https://yougov.co.uk/topics/legal/articles-reports/2020/01/22/most-women-have-been-sexually-harassed-london-publ>

³ <https://www.cyclinguk.org/article/campaigns-guide/women-cycling>

⁴ <https://tfl.gov.uk/corporate/publications-and-reports/cycling-and-walking>

⁵ <https://www.sustrans.org.uk/our-blog/opinion/2019/january/how-can-we-challenge-the-cycling-gender-gap>

⁶ <https://www.london.gov.uk/what-we-do/transport/cycling-and-walking/making-walking-count>

⁷ <https://www.equalityhumanrights.com/en/trans-inequalities-reviewed/introduction-review>

(8.7% and 16.6% respectively). Haringey has a similar proportion of 0-19 years olds as London (24.9% and 23.9% respectively).

Children are more concentrated in wards in the east of the borough where deprivation is highest. Over 1 in 3 children in Haringey live in poverty.

More 11-17 year olds walk to school in Haringey than in any other London borough (64% mode share).

In Haringey, 3.3 times more primary school children walk to school than are driven to school. Walking is the most commonly used mode of transport by younger Londoners (97% of those aged 24 and under walk at least once a week compared with 95% all Londoners)

Research by TfL⁸ suggests that only 28% of children cycle to school 'regularly', with 62% of children having access to a bike.

Childhood obesity remains a problem in Haringey. In Haringey in 2019/20, 17% of all Reception year students and 35.3% of all Year 6 students were recorded as overweight or obese.

Age – Older People

There were 29,222 people over 65 living in Haringey in 2021. 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.

Walking is the most frequently used type of transport by older Londoners aged 65 and over (87% walk at least once a week). 65% travel by bus, 43% drive a car at least once a week and 41% travel by car as a passenger at least once a week

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.

People of young and old age are more vulnerable to poor air quality

Disability

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.

⁸ <https://tfl.gov.uk/corporate/publications-and-reports/cycling-and-walking>

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%).

Over 180 languages are spoken by Haringey residents. 30% of Haringey residents do not speak English as their main language. This is the 6th highest rate in London and is above the statistical neighbour and London averages. Of those whose main language is not English in Haringey, one in four (24%) either do not speak English well or do not speak it at all. This is the third largest proportion of all London boroughs, and is above the statistical neighbour and London levels as reported in Haringey State of the Borough report .

Non-White British communities are concentrated in deprived areas of the borough 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' 2013⁹ 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.

Studies have found big differences in air pollution across communities in England, with deprived and ethnic minority areas the worst affected. The worst air pollution levels were seen in ethnically diverse neighbourhoods, defined as those where more than 20 per cent of the population are non-white

Sexual Orientation

The ONS estimates¹⁰ 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 the London average (12.3%) - and Judaism (3%) – higher than England & Wales. Haringey has a lower

⁹ www.london.gov.uk/what-we-do/transport/cycling-and-walking/mayors-vision-cycling

¹⁰ ONS Annual Population Survey, 2013-15

percentage of residents who are Hindu (1.8%) and Sikh (0.3%) than London (5.0% and 1.5%, respectively).

It is 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 worship¹¹.

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. This characteristic is only applicable in contexts where the scheme relates to employment.

Parents/carers

The Equality Act does not treat being a parent or carer as a protected characteristic, however it is noted that parents and carers can often face discrimination by virtue of a range of factors. For instance, women tend to bear the primary responsibility of childcare. This means that women and men can experience sex discrimination related to their caring responsibilities. A carer is anyone who cares, unpaid, for a friend or family member who due to illness, disability, a mental health problem or an addiction cannot cope without their support. Another example is disability discrimination where a person may require care in order to support normal day-to-day activities

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?

The Communications and Engagement undertaken to support the WCAP aligns with the Council's obligations under the Equality Act 2010.

In addition to engagement as the Council prepared the Draft WCAP, the Council carried out a formal public consultation on the Draft WCAP. The methodology was designed to reach a wide range of public and stakeholders, including those with protected characteristics (as defined by the 2010 Equality Act), and to encourage them to participate in the consultation process. The plan also included measures to ensure those who are typically seldom heard in these processes were able to provide their feedback.

The Council made use of the extensive stakeholder list it has built up via previous engagement on transport matters including the three emerging LTNs in Bounds Green, Bruce Grove West Green and St Ann's. Full details of the consultation approach and the responses received are provided in a Consultation Report.

¹¹ Policy Analysis Research Summary, November 2011 'What are the barriers to cycling amongst ethnic minority groups and people from deprived backgrounds?'

The Council is in ongoing dialogue with a range of key stakeholder groups, for example in relation to the development of a borough-wide LTN Exemptions Policy.

Schemes set out for delivery in the WCAP will be subject to separate EqlAs as and when they come forward over the next ten years.

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

The topic of equality was raised frequently by participants through the public consultation on the Draft WCAP. This included suggestions that greater recognition and consideration should be given to those who are less able to walk and/or cycle, such as the disabled or elderly and those with young children. It was noted that active travel is not accessible to everyone and that some people are necessarily more reliant on motor cars

However, on the whole there was support for the policies and proposals in the Draft WCAP to enable more journeys to be made by walking and cycling. This is consistent with the response to consultation on the Transport Strategy which 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. The consultation summary of the Transport Strategy can be found here:

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

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

1. Sex

Walking is the most commonly used type of transport by women. By enabling more and better walking experiences the WCAP will benefit women.

A research report by Sustrans titled 'Women, reducing the gender gap' found that most women don't feel safe and are hesitant to start cycling. Creating more favourable cycling conditions (providing safety and helping eliminate discrimination) is likely to support an uptake of cycling by women.

Women are more likely to use the bus than men. As many public transport journeys start or end on foot or cycle, improvements in safety and convenience to these networks will improve their access to public transport services.

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.

Women are more likely to take children to and from educational and recreational facilities and be carers. Those who can walk to local schools would benefit from the safer environment the

schemes will offer. Women who rely on a car as transportation to any further special schools or to provide care may have their journeys altered by LTNs..

The introduction of a Low Traffic Neighbourhood in Waltham Forest was associated with a decrease in total street crime and antisocial behaviour. This effect increased over time, with an even larger reduction observed for violent and sexual offences. The causative factors are not assessed in detail, yet any proposals that can help keep any threats or likelihood of sexual offences against women at a minimum is a benefit. Women tend to share taxi services late at night to get home safely. LTNs could create a barrier for this to be done efficiently as it may increase travel times and cost between drop-offs.

Overall, the air quality, safety, health and mode shift benefits are considered to outweigh the inconvenience caused by changes to vehicle journeys to this protected characteristic. Monitoring and further engagement will take place as future schemes come forward.

Positive	X	Negative	X	Neutral impact		Unknown Impact	
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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
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3. Age

Walking is the most commonly used mode of transport by younger Londoners with a high proportion of children walking to school. Children will experience positive benefits as a result of safer and healthier streets and the improved air quality the WCAP will help deliver. Young people would be encouraged to walk and cycle (or scoot) to school, which would help to improve the current child excess weight statistics in the neighbourhood area. The same benefits will accrue to older people, including the elderly. Walking is the most frequently used type of transport by older Londoners aged 65 therefore benefits are expected to be widespread. The WCAP will help protect older people from social exclusion they experience as a result of reduced mobility .

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.

People of young and old age are more vulnerable to poor air quality. Tackling air quality via LTNs would contribute to increased healthy life expectancy and reducing early death from cardio-respiratory diseases, which would benefit all ages, in particular those more vulnerable such as elderly people or those with poor health.

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 have potential to be disproportionately impacted by the roll out of LTNs. The WCAP is not seeking to eliminate car use and all addresses in LTNs will remain accessible by motor car or van, although some routes may change and journey times could increase or decrease. The Council is developing an LTN Exemption Policy to help ensure equalities are increased as far as possible as part of the delivery of LTNs.

Overall, the air quality, safety, health and mode shift benefits are considered to outweigh the inconvenience caused by changes to vehicle journeys to this protected characteristic, especially having regard to the forthcoming LTN Exemptions Policy.

Positive	X	Negative	X	Neutral impact		Unknown Impact	
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4. Disability

It is note that this protected characteristic includes a wide variety of individuals and groups for whom needs and requirements vary substantially.

People with disabilities face significant barriers to walking and cycling. By helping address the barriers, and enabling increased active travel people with disabilities, the WCAP will deliver a range of benefits including to health, well-being, as well as to overall mobility and ability to access services and facilities. The WCAP specifically recognises the needs of mobility impaired users of all transport modes.

At the same time, it is recognised that not all individuals or groups will be able to walk or cycle and disabled people are therefore more likely to be dependent on cars. They may be negatively impacted by the WCAP's reallocation of road space and LTN proposals. The WCAP is not seeking to eliminate car use and all addresses in LTNs will remain accessible by motor car or van, although some routes may change and journey times could increase or decrease. The Council is developing an LTN Exemption Policy to help ensure equalities are increased as far as possible as part of the delivery of LTNs. This includes exemptions to support Badge Holders and is being prepared in consultation with disabled individuals and representative stakeholder groups.

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

People from a Black and Minority Ethnic background are more likely to be impacted by transport poverty and 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 differences in the level of cycling between racial and ethnic groups. By tackling the range of barriers faced the WCAP has potential to increase cycling levels across the breadth of Haringey's communities.

By improving the safety of walking and cycling routes this could reduce violence or victimisation based on race and ethnicity. Evidence from the Waltham Forest report shows a decline in anti-social behaviour as a result of LTNs which could also have positive effects for this group.

Deprived and ethnically diverse neighbourhoods were found to have the worse air pollution levels. Tackling air quality through LTNs and mode shift would contribute to increasing healthy life expectancy and reducing early death from cardio-respiratory diseases in this protected group.

Positive	X	Negative		Neutral impact		Unknown Impact	
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6. Sexual orientation

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

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

Improving conditions for walking and cycling is likely to positively benefit those who follow a religion and attend a local place of worship. Destinations such as this are generally used by local community.

Religious commitments can sometimes leave little time for sporting activities, for example, as young Asian Muslims attend mosque after school, they do not have much leisure time as those from non-religious backgrounds.. Therefore, creating environments that enable and encourage people to cycle more often can lead to exercise being built into their day, rather than them having to go out of their way to achieve it.

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

LTNs may negatively impact on parents/carers or those who are pregnant, or who have infants and/or young children and find it more difficult to walk or cycle, and therefore may prefer the use of door-to-door transport services such as private cars or taxis. Expectant mothers and mothers who have recently given birth may also have increased numbers of medical appointments that they prefer to make using a vehicle.

At the same time, there are many parents who travel with their children either using a toddler bike seat, cargo bike or bikes with trailers. These parents will benefit from the proposals.

In general, 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. Improvements in air quality are likely to benefit infants and children who are more vulnerable to breathing in polluted air than adults due to their airways being in development, their breathing being more rapid than adults as well as the fact that when walking or seating in the pram, they are positioned closer to the direct source of fumes.

Overall, the air quality, health and mode shift benefits are considered to outweigh the inconvenience caused by longer vehicle journeys as a result of LTNs.

Positive	X	Negative	X	Neutral impact		Unknown Impact	
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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. This characteristic is only applicable in contexts where the scheme relates to employment.

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

Impact covered within respective EQIA group.

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 WCAP is not considered to result in any direct 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.

It is noted that LTNs have potential to impact on individuals and groups who are more reliant on motor cars. While all addresses will remain accessible by car, some car journeys may be different or take longer, and thus become less convenient as a result of the proposals.

It is the overall impact of the proposal that is being considered, with many benefits to the users, including those living and working across the borough. In order to achieve the multiple benefits described throughout the report, including contributing to the local Haringey and wider, outer London mode-shift, some car journey impact may be seen. On balance, LTNs are considered to contribute to equality in the borough but to ensure equalities are advanced as far as possible the Council is preparing an LTN Exemptions Policy

The WCAP 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 WCAP 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 EqlA 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 EqlA 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
LTN Exemptions Policy	A borough-wide LTN Exemption Policy is being prepared to ensure the roll out of LTNs in Haringey advances equalities as far as possible.	Maurice Richards, Transport Planning Team Manager	Summer 2020

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.

Some car journeys may be different or take longer, and thus become less convenient as a result of the proposals.

It is the overall impact of the proposal that is being considered, with many benefits to the users, including those living and working across the borough. In order to achieve the multiple benefits described throughout the report, some car journey impact may be seen.

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

The WCAP commits the Council to carrying out extensive monitoring and consultation. Schemes that are brought forward will be subject to appropriate engagement and consultation with residents, ward councillors, representative groups and other stakeholder groups.

7. Authorisation

EqlA approved by: Bryce Tudball Interim Head of Planning Policy, Transport & Infrastructure	Date: 25/02/2022
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