

## Equality Impact Assessment (EqIA)

The Equality Impact Assessment (EqIA) form is a template for analysing a policy or proposed decision for its potential effects on individuals with protected characteristics covered by the Equality Act 2010.

The Council has a Public Sector Equality Duty under the Equality Act (2010) to have due regard to the need to:

- Eliminate discrimination, harassment and victimisation and any other conduct prohibited under the Act
- Advance equality of opportunity between people who share protected characteristics and people who do not
- Foster good relations between people who share those characteristics and people who do not

The three parts of the duty apply to the following protected characteristics: age, disability, gender reassignment, pregnancy/maternity, race, religion/faith, sex and sexual orientation. Marriage and civil partnership status applies to the first part of the duty.

Although it is not enforced in legislation as a protected characteristic, Haringey Council treats socioeconomic status as a local protected characteristic.

### 1. Responsibility for the Equality Impact Assessment

Name of proposal:	Road Danger Reduction Investment Plan for 2024-25
Service Area:	Environment & Resident Experience
Officer Completing Assessment:	Naima Ihsan
Equalities Advisor:	Diptasri Basu
Cabinet meeting date:	12 <sup>th</sup> March 2024
Assistant Director	Mark Stevens

### 2. Executive summary

As part of the Council's Streets for People initiative, which has already delivered three trial Low Traffic Neighbourhoods, 26 School Streets and borough-wide improvements to walking and cycling infrastructure, Haringey is embarking on an ambitious programme to achieve Vision Zero in Haringey and eliminate all deaths and serious injuries on our roads by 2041, good progress has been made in 2023/24 to achieve that goal.

At the heart of this is reducing the danger posed to those using our road network and enhancing residents and visitors' confidence to walk, wheel or cycle (including school journeys) which will contribute to the objectives of achieving Vision Zero and contribute to vision of zero deaths or serious injuries on our roads.

It will also reduce carbon emissions, air and noise pollution, thus supporting the objectives of Haringey's Climate Change Strategy. It will improve the health and wellbeing of people living in Haringey and using Haringey's roads.

The path to achieve Vision Zero is set out in the Road Danger Reduction Action Plan<sup>1</sup> (the "Action Plan") which set out the strategic approach to how Haringey Council would respond, at a local level, to the Mayor of London's 'Vision Zero for London'. The aim of Vision Zero<sup>2</sup> is to eliminate all deaths and serious injuries on London's transport system by 2041.

The Council's Action Plan sets out an overarching 'Safe Systems' approach to reducing road danger on Haringey's streets. This system covers four main areas:

1. Safe Speeds – delivering speeds appropriate to the street (encouraging more walking and cycling whilst reducing collisions).
2. Safe Streets – designing an environment that is forgiving of mistakes and ensuring safety is at the forefront of all designs.
3. Safe Vehicles – vehicles designed to operate as safely as possible.
4. Safe Behaviours – reducing the likelihood of road users making mistakes or behaving in a way that is risky for them.

Linked to this, are the explicit themes explicit within the Council's Borough Plan 2019-2023.

a) People Theme: A Haringey where strong families, strong networks and strong communities nurture all residents to live well and achieve their potential. Vision Zero will contribute to specific outcomes within this Theme, by reducing road danger.

(b) Place Theme: A place with strong, resilient & connected communities where people can lead active and healthy lives in an environment that is safe, clean and green. Vision Zero will contribute to specific outcomes within this Theme, by improving the public realm and road network, eliminating road traffic collisions, while improving accessibility for all road users.

The Road Danger Reduction Investment Plan (the 'Investment Plan') for 2024-25 will contribute to growing a sustainable economy so everyone can benefit because fewer road collisions will reduce the economic burden of collisions, make road journeys more reliable, and this will support the prosperity of Haringey's businesses. It will also contribute to tackling health inequality, as research and evidence demonstrate a link between greater road risk and deprivation. It will also contribute to enabling a greener future, because making walking, wheeling, and cycling safer and more pleasant in place of using motor vehicles will reduce carbon emissions and air pollution, including that derived from congested motor vehicle traffic when collisions occur. The new

---

<sup>1</sup> <https://www.minutes.haringey.gov.uk/mglIssueHistoryHome.aspx?lId=78803>

<sup>2</sup> <https://tfl.gov.uk/corporate/safety-and-security/road-safety/vision-zero-for-london>

investment plan includes road safety training and opportunities for local people to contribute to reducing road danger.

The groups most likely to be positively affected by these proposals are people who live in the project areas but especially some of the protected groups, such as older and/or disabled people with respiratory illnesses, children and pregnant women.

At the same time groups most likely to be negatively affected by the proposals are who may have greater reliance on travel by car (e.g., some people with disabilities, the elderly) may be affected adversely, to some extent, in comparison to other groups who are better able to use public transport or travel actively. Projects will be individually planned and delivered in such a way as to minimise any negative impacts that may arise.

### **3. Consultation and engagement**

The Council is committed to ensuring that local communities are informed of road danger reduction projects in their neighbourhoods. This will involve engaging with local residents, businesses and other key stakeholders – drawing upon their local knowledge and experiences, as well as providing data-led evidence to deliver the most appropriate solutions to achieve Vision Zero.

All our proposals which are identified will be developed in accordance with national, regional, local standards and best practise. This will range depending in scheme, from information drop to residents, but may involve meetings based on the exact nature and scale of the scheme, engagements would inform key stakeholders in the neighbouring areas and seek to mitigate equalities impacts identified through consultations or other informal means of feedback. This engagement will range from information drops to residents, drop-in sessions, online engagement and formal (statutory) consultation, to achieve maximum input from all stakeholders.

The Council will continue to improve the quality of information available to residents and other interested parties on Vision Zero and other highways and transport projects planned for their areas. This will involve information being made readily available on the Council's website, as well as through signing and advance warning to minimise disruption and inconvenience associated with works.

Given the disproportionate impact footway parking can have on the elderly and those with disabilities, these groups have been specifically selected and consulted during the early stages of the policy development to ensure their concerns and needs are understood and considered. Early engagement with such groups acknowledges that everyone's experience navigating public space and the barriers to use differs from person to person. The Council acknowledge buggies and pushchairs are also impacted by poor footway widths and conditions, and this has been considered through engagement events where possible with stakeholders who have comparable needs.

### **4. Data and Impact Analysis**

#### **Data Sources**

This assessment is based on the data from the following sources:

- Haringey State of the Borough, September 2023<sup>3</sup>;
- Office for National Statistics, Census 2021<sup>4</sup>
- Travel in London, Report 15, Transport for London 2022<sup>5</sup>;

## 4a. Age

### Data

#### Borough Profile<sup>6</sup>

54,424: 0-17 (21%)

71,657: 18-34 (27%)

63,929: 35-49 (25%)

46,514: 50-64 (17%)

27,712: 65+ (11%)

### Census 2021

Table 1: Method of travel to work by age<sup>7</sup>

Row Labels	Aged 15 years and under	Aged 16 to 24 years	Aged 25 to 34 years	Aged 35 to 49 years	Aged 50 to 64 years	Aged 65 years and over	Grand Total
Bicycle	0%	1%	4%	3%	2%	0%	2%
Bus, minibus or coach	0%	6%	7%	8%	9%	2%	6%
Driving a car or van	0%	3%	9%	11%	12%	2%	7%
Motorcycle, scooter or moped	0%	0%	1%	1%	0%	0%	0%
Not in employment or aged 15 years and under	100%	63%	21%	22%	35%	84%	49%
On foot	0%	4%	4%	4%	4%	1%	3%
Other method of travel to work	0%	0%	1%	1%	1%	0%	1%
Passenger in a car or van	0%	1%	1%	1%	1%	0%	1%
Taxi	0%	0%	0%	0%	0%	0%	0%
Train	0%	3%	3%	3%	2%	0%	2%
Underground, metro, light rail, tram	0%	8%	14%	12%	9%	2%	8%
Work mainly at or from home	0%	10%	36%	34%	24%	8%	21%
Grand Total	100%	100%	100%	100%	100%	100%	100%

<sup>3</sup> [https://www.haringey.gov.uk/sites/haringeygovuk/files/state\\_of\\_the\\_borough\\_final\\_master\\_version.pdf](https://www.haringey.gov.uk/sites/haringeygovuk/files/state_of_the_borough_final_master_version.pdf)

<sup>4</sup> <https://census.gov.uk/>

<sup>5</sup> <https://content.tfl.gov.uk/travel-in-london-report-15.pdf>

<sup>6</sup> Source: State of the Borough

<sup>7</sup> <https://www.ons.gov.uk/datasets/RM075/editions/2021/versions/2>

Findings of the data:

- a) According to the above data, residents under the age of 18 and those 65 years old and over are almost a third of Haringey population.
- b) the 16–30-year age group living in the more deprived parts of Haringey are more likely to be involved in a serious collision or killed (0.043 per 1,000) than other age groups, followed by the 12–15-year age group (0.033 per 1,000 population).

### **Potential Impacts:**

The Investment Plan prioritises vulnerable road users. Busy roads carrying higher volumes of motor vehicles can deter people from walking, push scooting or cycling for local journeys, travelling to and from school or work, and can make places less pleasant to live and visit. The most vulnerable in society such as children, older people and those with disabilities can be the most adversely affected by the consequences of collisions and the fear of road danger. (Positive)

Therefore, both younger and older people are positively impacted by the Investment Plan as this will help reduce speeding and road danger. The provision of additional cycle and walking training within schools will improve the confidence and encourage more people to walk, wheel and scoot to school or work (Positive)

Due to their health and mobility, residents of older and younger age groups are more likely to suffer greater injuries resulting from a collision with bicycle than the other age groups<sup>8</sup> (Negative). However, it is important to note that pedestrians are at much greater risk of being killed or seriously injured by a motor vehicle than by a bicycle (Positive).

## **4b. Disability<sup>9</sup>**

### **Data**

#### **Borough Profile <sup>10</sup>**

A total of 14% of Haringey residents are disabled under the Equality Act with further 5% having a long term physical or mental conditions which do not affect their day-to-day life.

An estimated 5,700 Haringey residents aged 14 and over are estimated to have a learning disability, and around 2,100 residents are estimated to have autism.

---

<sup>8</sup> National statistics, Reported road casualties in Great Britain: pedal cycle factsheet, 2021, Published 29 September 2022

<sup>9</sup> In the Equality Act a disability means a physical or a mental condition which has a substantial and long-term impact on your ability to do normal day to day activities.

## Census 2021

Table 2: Disability in Haringey

Disability	Observation	Percentage
Disabled under the Equality Act: Day-to-day activities limited a lot	16,196	6%
Disabled under the Equality Act: Day-to-day activities limited a little	19,918	8%
Not disabled under the Equality Act: Has long-term physical or mental health condition but day-to-day activities are not limited	13,824	5%
Not disabled under the Equality Act: No long-term physical or mental health conditions	214,300	81%
<b>Total</b>	<b>264,238</b>	<b>100%</b>

Findings of the data:

- a) Almost 1 in 5 residents of Haringey suffer from some form of disability that can affect their day-to-day activities.
- b) Furthermore, according to Census 2021 data, 54% of Haringey residents with disability (under the Equality Act) do not have access to a car in their household which could potentially impact their level of mobility and independence.

### Potential Impacts

- The Investment Plan positively impacts those who are vulnerable or have a mobility or visual impairment.
- The Investment plan adopts the “Safe Systems” approach. This and the recent update to the Highway Code both highlight the need to prioritise the needs of people walking, wheeling and cycling. This will reduce road danger, support active travel, and will protect the most vulnerable so that no-one is left behind. The Safer Streets theme within the plan details the important role of Road Safety Audit. This process is an independent safety check of all new highway infrastructure and ensures that all new infrastructure takes account of all road users, including those with mobility or disability impairments needs. The delivery of Bikeability Cycle Training in schools takes into account any children with additional needs by liaising with the school to ensure that such needs are fully understood and catered for. (Positive)

## 4c. Gender Reassignment<sup>11</sup>

### Data

#### Borough Profile

According to Census 2021 data, 2,146 Haringey residents are trans<sup>12</sup> women, men or have gender identity different from the one registered at birth.

#### Potential Impacts

- There is no data to suggest that projects contained within the Investment Plan will disproportionately affect anybody who is undergoing or has undergone gender reassignment.

## 4d. Marriage and Civil Partnership

### Data

#### Borough Profile <sup>13</sup>

Divorced or formerly in a same-sex civil partnership which is now legally dissolved: (6.7%)

In a registered same-sex civil partnership: (0.3%)

Married: (27.2%)

Separated (but still legally married or still legally in a same-sex civil partnership): (2.3%)

Single (never married or never registered a same-sex civil partnership): (42.3%)

Widowed or surviving partner from a same-sex civil partnership: (2.9%)

#### Potential Impacts

- There is no data to suggest that those in a marriage or civil partnership will be disproportionately affected by projects contained within the Investment plan.

## 4e. Pregnancy and Maternity

### Data

#### Borough Profile <sup>14</sup>

Live Births in Haringey 2021: 3,376

#### Potential Impacts

---

<sup>11</sup> Under the legal definition, a transgender person has the protected characteristic of gender reassignment if they are undergoing, have undergone, or are proposing to undergo gender reassignment. To be protected from gender reassignment discrimination, an individual does not need to have undergone any specific treatment or surgery to change from one's birth sex to one's preferred gender. This is because changing one's physiological or other gender attributes is a personal process rather than a medical one.

<sup>12</sup> Trans is an umbrella term to describe people whose gender is not the same as, or does not sit comfortably with, the sex they were assigned at birth.

<sup>13</sup> Source: 2021 Census

<sup>14</sup> Births by Borough (ONS)

- The Investment Plan positively impacts those who are vulnerable or have a mobility or visual impairment. This includes the Safe Systems approach. This and the recent update to the Highway Code both highlight the need to prioritise the needs of people walking, wheeling and cycling. This will improve road safety, support active travel, and will protect the most vulnerable so that no-one is left behind. The Safer Streets pillar within the Investment Plan, details the important role of Road Safety Audit. This process is an independent safety check of all new highway infrastructure and ensures that all new infrastructure takes account of all road users, including those with mobility impairment needs. (Positive)

#### 4f. Race

In the Equality Act 2010, race can mean ethnic or national origins, which may or may not be the same as a person's current nationality.<sup>15</sup>

##### Data

##### **Borough Profile** <sup>16</sup>

Arab: **1.0%**

Any other ethnic group: 8.7%

Asian: **8.7%**

Bangladeshi: 1.8%

Chinese: 1.5%

Indian: 2.2%

Pakistani: 0.8%

Other Asian: 2.4%

Black: **17.6%**

African: 9.4%

Caribbean: 6.2%

Other Black: 2.0%

Mixed: **7.0%**

White and Asian: 1.5%

White and Black African: 1.0%

White and Black Caribbean: 2.0%

Other Mixed: 2.6%

White: **57.0%**

English/Welsh/Scottish/Northern Irish/British: 31.9%

Irish: 2.2%

Gypsy or Irish Traveller: 0.1%

---

<sup>15</sup> Race discrimination | Equality and Human Rights Commission (equalityhumanrights.com)

<sup>16</sup> Source: 2011 Census



Other White: 22.1%

The findings of the data:

- a) Haringey is a very diverse borough with 17.6% of its residents from Black ethnic groups and 8.7% from Asian. In total, 38% of Haringey residents are from BAME groups.
- b) According to the recent Census data 29.7% residents of the borough do not speak English as their main language. This is the 6<sup>th</sup> highest rate in London, and it is above the London average.
- c) Of those whose English is not the first language in Haringey, 24% either do not speak English well or do not speak it at all. This is the second highest proportion in London.
- d) It is estimated that by 2028, the ethnic group with the highest expected growth will be other and other white growing by 10% each.
- e) According to 2021 Census, 76% of Haringey BAME population is economically active, compared to 80% amongst White population<sup>17</sup>.

#### **Potential Impacts:**

- Research shows that people from poorer communities are more likely to be killed or seriously injured on London's roads, with those from ethnic minority groups more at risk. The report finds that deprived ethnic minority (excluding white minority) pedestrians are more than three times more likely to be a casualty on London's roads than white non-deprived pedestrians.

## **4g. Religion or belief**

### **Data**

#### **Borough Profile** <sup>18</sup>

Christian: 39.3%

Buddhist: 0.9%

Hindu: 1.3%

Jewish: 3.6%

Muslim: 12.6%

No religion: 31.6%

Other religion: 2.3%

Religion not stated: 8.0%

Sikh: 0.3%

### **Potential Impacts**

---

<sup>17</sup> Economically active includes people in full and part time employment, students (full and part-time), unemployed but actively seeking employment or available to start work in 2 weeks as well as combination of those above.

<sup>18</sup> Source: 2021 Census

- There is no data to suggest that religion or faith will have a disproportionate impact as a consequence of delivering projects contained within the Investment Plan.

## 4h. Sex

### Data

#### Borough profile <sup>19</sup>

Females: (48.2%)

Males: (51.8%)

The findings of the data:

- a) According to the most recent Travel in London report although there has been a steady increase of cycling popularity amongst women, in 2021/22 only 34% of those who cycled are women.
- b) According to Department for International Trade (DIT) the mean hourly difference in ordinary pay between men and women is £1.44 (2022 data) and the median hourly difference is £2.41.

### Potential Impacts

- By reducing road danger and increasing active travel, it is anticipated that women, who are currently underrepresented among cyclists, will feel more confident and increase uptake of these modes (Positive).

## 4i. Sexual Orientation

### Data

#### Borough profile <sup>20</sup>

3.2% of London residents aged 16 or over identified themselves as lesbian, gay or bisexual in 2013. In Haringey this equates to 6,491 residents.

### Potential Impacts

- There is no data to suggest that sexual orientation will have a disproportionate impact upon as a consequence of delivering projects contained within the Investment Plan.

## 4j. Socioeconomic Status (local)

### Data

#### Borough profile

---

<sup>19</sup> Source: 2021 Census

<sup>20</sup> Source: ONS Integrated Household Survey

## **Income**

According to the most recent ONS Claimant Count, 6.8% of the population in Haringey were claiming unemployment benefit<sup>21</sup>.

Of all London, Haringey has the ninth largest proportion that are earning below London Living Wage (19.2%) though this is a significant improvement from recent years.

There is a substantial variation in income between those living in east Haringey and those living in the west. The median hourly pay of residents in Hornsey and Wood Green is £20.71 whilst for those in Tottenham it is £16.77.

## **Educational Attainment**

While Haringey's proportion of students attaining grade 5 or above in English and Mathematics GCSEs is higher than the national average, it is below the London average.

3.7% of Haringey's working age populations had no qualifications in 2021.<sup>22</sup> 5% were qualified to level one only.<sup>23</sup>

## **Area Deprivation**

Haringey is the 4th most deprived in London. The most deprived LSOAs (Lower Super Output Areas or small neighbourhood areas) are more heavily concentrated in the east of the borough where more than half of the LSOAs fall into the 20% most deprived in the country.<sup>24</sup>

The borough of Haringey faces great levels of inequalities amongst its population.

## **Potential Impacts**

- Those living in the most deprived areas of Haringey are 1.4 times more likely to be killed or seriously injured than those living in the least deprived areas of the borough. Taking an evidence-led approach to tackling road danger means that greater levels of investment will be made in the most deprived areas of Haringey (Positive).

## **5. Key Impacts Summary**

### **5a. The key findings**

Haringey is a very diverse borough which has large representation of people from BAME communities, various religious backgrounds, and great level of inequalities amongst the residents.

---

<sup>21</sup> ONS Claimant Count

<sup>22</sup> LG Inform - qualifications

<sup>23</sup> LG Inform – level one

<sup>24</sup> State of the Borough

- The Investment Plan brings positive benefits to groups with protected characteristics (eg the young, old or from areas of deprivation) who are at greatest risk of being killed or seriously injured.
- Delivery of projects contained within the Investment Plan will use design approaches that prioritise safety and accessibility. This inclusive approach will positively impact individuals with protected characteristics by creating environments that cater to diverse needs, including those with disabilities, the elderly, or individuals from different cultural backgrounds.

### **5c. Data Gaps**

- As noted in the Investment Plan, the Council is determined to tackle newly identified inequalities associated with deprivation by working with partners to understand further why the relationship between deprivation and road danger exists and the factors of causation.

## **6. Overall impact of the policy for the Public Sector Equality Duty**

Overall, the Investment Plan is considered to have a positive impact upon delivering the Public Sector Equality Duty.

## **7. Amendments and mitigations**

### **7a. What changes, if any, do you plan to make to your proposal because of the Equality Impact Assessment?**

- No major change to the proposal: The EqIA demonstrates that the proposal is likely to have a range of possible impacts on particular groups like children and the elderly, pregnant women or those using buggies for infants, disabled users and ethnic minorities. These impacts are varying in nature and significance based on the nature of the scheme being considered and the location. Therefore, they are most often tailored based on the exact needs as well as feedback we receive from communities during the consultation phase. The Road Danger Reduction programme has demonstrable benefits for all members of the community, especially people with protected characteristics who are often more vulnerable to unsafe conditions/modes of travel or even by virtue of the area deprivation of the neighbourhood. This EqIA is a general equalities assessment of the programme of works and the individual changes implemented for each scheme would be assessed through equalities assessments for each decision report.

## **7b. What specific actions do you plan to take to remove or mitigate any actual or potential negative impact and to further the aims of the Equality Duty?**

Actions:

- The Road Danger Reduction programme actions will be designed in an inclusive, reasonable and measured way and delivered in accordance with Department for Transport guidance, The Construction (Design and Management) Regulations, British Standards, Industry Codes of Practice in compliance with Disability Discrimination Act 1995, Equality Act 2010 and other relevant enabling legislation. In addition, a Road Safety Audit (an independent, safety check) of all new highway infrastructure projects will ensure that all new infrastructure takes account of all road users, including those with mobility impairment needs.

Lead officer: **Simi Shah, Group Manager**

Timescale: **The above actions are to be in place ahead of each project's delivery and will be continuously monitored and if necessary, amended.**

## **7. Ongoing monitoring**

**Date of EqIA monitoring review:** During preparation of the next Investment Plan (2025).

## **8. Authorisation**

EqIA approved by: **Mark Stevens, Assistant Director Direct Services.**

Date **1<sup>st</sup> March 2024**

## **9. Publication**

Please ensure the completed EqIA is published in accordance with the Council's policy.

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