

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:	Streets for People Investment Plan
Service Area:	Environment and Resident Experience.
Officer Completing Assessment:	Naima Ihsan.
Equalities Advisor:	Zainab Mahmood.
Cabinet meeting date (if applicable):	17 June 2025.
Corporate Director/Director	Mark Stevens – Director of Resident Experience.

2. Executive summary

The Streets for People Investment Plan aims to create thriving local streets with a fair balance between pedestrians, active travel, public transport, and private vehicles.

This investment plan sets out planned funding for Haringey's Streets for People programme for the coming financial years and the projects recommended for development and delivery during the timeframe. The plan reallocates funding from Transport for London (TfL) and the Strategic Community Infrastructure Levy (SCIL) to deliver schemes that prioritise walking, cycling, public transport, and reduce car dominance.

Its aims and objectives are to:

- Promote active travel (walking, cycling, wheeling).
- Improve air quality and reduce carbon emissions.
- Enhance road safety and accessibility.
- Support community wellbeing and local economies.
- Align with the Mayor of London's Transport Strategy and Haringey's Walking and Cycling Action Plan.

The EqIA analyses the impact of the proposal on different protected characteristics:

- Age: Positive impacts on older adults and children through improved pedestrian crossings, safer walking routes, and initiatives like School Streets that reduce pollution around schools.
- Disability: Positive impacts on individuals with mobility impairments through improved access and safer streets, and on those with health conditions through reduced air pollution.
- Gender Reassignment: Neutral impact, as no data suggests this group would be disproportionately affected.
- Marriage and Civil Partnership: Neutral impact, as the plan does not specifically target, or impact individuals based on marital or civil partnership status.
- Pregnancy and Maternity: Positive impacts on pregnant women and parents with young children through optimised parking access and improved pedestrian infrastructure.
- Race: Positive impacts on non-white residents in areas with higher social deprivation through improved air quality and infrastructure.
- Religion or Belief: Positive impact through improved parking provision and enforcement for community and religious events.
- Sex: Positive impacts on women as this improves lighting, visibility, and route connectivity to address these barriers and encourage greater participation for women.
- Sexual Orientation: Neutral impact, as the plan does not specifically target, or impact individuals based on sexual orientation.
- Socioeconomic Status: Positive impacts on lower-income communities through initiatives that improve air quality and infrastructure.

3. Consultation and engagement

3a. 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? Detail how your approach will facilitate the inclusion of protected groups likely to be impacted by the decision.

It is an objective of the Streets for People Investment Plan to deliver a responsive, effective service for Haringey's residents, a proactive service delivery that anticipates and adapts to the needs of the community. Underlying this is the commitment to deliver change in line with the objectives and principles of the Haringey Deal: policy and programmes will engage through a range of appropriate engagement approaches, providing residents an opportunity to be involved in service design.

This approach builds on existing engagement methods used by the Council, which facilitate the inclusion of protected groups where these are known to be impacted by a particular service or proposal. The Streets for People Investment Plan will ensure that local communities, including those with protected characteristics, are actively involved in identifying and developing transport schemes in their neighbourhoods. This will include public meetings, exhibitions, public events, and formal consultation questionnaires to gather feedback and ensure that the views of all residents are carefully considered.

The consultation and engagement process for individual schemes in the Streets for People Investment Plan will seek views on a wide range of transport and infrastructure issues, and response data can be taken forward to support various aspects of service development – supporting further objectives of the Streets for People programme where appropriate. Initial project proposals and funding allocations as outlined in this report use aspects of the consultation feedback to support continuing and extending established principles – including promoting active travel, improving air quality, and enhancing pedestrian and cycling infrastructure.

Further policies and programmes delivered under the Streets for People Investment Plan will be subject to additional consultation, and as noted above, this will include targeted engagement with groups with protected characteristics who may be impacted. This will be delivered through early engagement with these groups for the purposes of policy development and service design and will follow through to statutory consultation where this is required for the proposal. The Streets for People programme has a Community Engagement Policy which provides a framework for how the schemes can be co-produced to ensure they are fit for the local communities that benefit from them – using pre-engagement for scoping, and public engagement and co-design prior to statutory consultation.

By adopting this inclusive approach, the Streets for People Investment Plan aims to create genuine shared spaces that reflect the diverse needs of Haringey's residents, promoting a fair balance between pedestrians, active travel, public transport, and private vehicles.

3b. 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

Section to be completed following public consultation.

4. Data and Impact Analysis

Note: officers may want to complement their analysis with data from the State of the Borough and ward profiles, found here: <https://www.haringey.gov.uk/local-democracy/about-council/state-of-the-borough>.

Please consider how the proposed change will affect people with protected characteristics.

4a. Age

Data

Borough Profile¹

- 54,422: 0-17 (21%)
- 71,660: 18-34 (27%)
- 63,930: 35-49 (24%)
- 46,516: 50-64 (18%)
- 27,706: 65+ (10%)

Target Population Profile

The Streets for People Investment Plan concerns the borough as a whole; given this, there is no target population profile distinct from the borough profile.

Other Data Sources

Quantitative: Borough Profile Census, 2021; Community Feedback; School Engagement

Qualitative: Responses from public meetings, and consultation questionnaires; Feedback from schools and parents

Borough Profile Census, 2021: Provides demographic data on the population, including age.

Community Feedback: Data collected from residents through various engagement activities.

School Engagement: Data and feedback from schools, including parents and students.

Qualitative: Responses from Public Meetings, Exhibitions, and Consultation

Questionnaires: Insights and feedback from residents gathered through these engagement methods. Feedback from Schools and Parents: Specific feedback related to the needs and concerns of school communities.

Potential Impacts

Positive: The strategic objectives include supporting residents with additional mobility needs, which may be weighted towards older profiles. For example, improved pedestrian crossings and safer walking routes will benefit older adults.

¹ Census, 2021 – [Population and household estimates, England and Wales - Office for National Statistics \(ons.gov.uk\)](https://www.ons.gov.uk/populationandhousehold/populationandhousehold/populationandhousehold/populationandhousehold)

Positive: Measures to further address air quality and the contribution of vehicles to air pollution will positively impact children and older people who may be particularly affected. Initiatives like School Streets will reduce pollution around schools, benefiting children.

Neutral: The strategic objectives primarily focus on drivers, impacting those 18+, but also detail the role of parking in supporting an effective transport network, which has a wider population impact.

4b. Disability

Data

Borough Profile

- Disabled under Equality Act – 13.7%²
 - Day to day activities limited a lot – 6.1%
 - Day to day activities limited a little – 7.5%
- 7.5% of residents people diagnosed with depression³
- 1.7% of residents diagnosed with a severe mental illness⁴
- 0.4% of people in Haringey have a learning disability⁵

Other Data Sources

Quantitative: Borough Profile Census,

Qualitative: Blue Badge Holder Feedback; Disability Advocacy Groups

Target Population Profile

The Streets for People Investment Plan concerns the borough as whole; given this, there is no target population profile distinct from the borough profile.

The plan includes significant investment in active travel infrastructure and the reallocation of road space, and a key group to consider is people with a disability whose specific needs are related to their protected characteristic. For instance, individuals with disabilities often require accessible transport and healthcare services. However, the Council has committed to ensuring that accessibility remains a priority and this has been considered in the Parking Strategy EqIA and the transport strategy EqIA to find a balance between promoting active travel for disabled people and paying pay due regard to the needs of people with this particular characteristic, such as driving or accessible public transport.

² Census, 2021 – [Disability, England and Wales - Office for National Statistics \(ons.gov.uk\)](https://ons.gov.uk/people-and-population/disability)

³ NHS Quality Outcomes Framework – [Prevalence of diagnosed depression among GP registered population age 18+](https://www.nhs.uk/quality-outcomes-framework/prevalence-of-diagnosed-depression-among-gp-registered-population-age-18/)

⁴ NHS Quality Outcomes Framework – [Prevalence of diagnosed mental health diagnosis among GP registered population age 18+](https://www.nhs.uk/quality-outcomes-framework/prevalence-of-diagnosed-mental-health-diagnosis-among-gp-registered-population-age-18/)

⁵ PHE Learning disability profiles – <https://fingertips.phe.org.uk/learning-disabilities#page/0/gid/1938132702/pat/6/par/E12000007/ati/102/are/E09000014>

Improved pedestrian infrastructure and safer crossings will benefit Blue Badge holders who are ambulant but have mobility impairments and reduced traffic and better air quality will support those with respiratory or cardiovascular conditions.

Potential Impacts

Positive: The strategic objectives include supporting residents with additional mobility needs, positively impacting those with disabilities. Improved access and safer streets will benefit individuals with mobility impairments.

Positive: Measures to further address air quality and the contribution of vehicles to air pollution will positively impact those with health problems such as heart and lung conditions. Reduced pollution will benefit individuals with respiratory issues.

4c. Gender Reassignment

Data

Borough Profile⁶

- Gender Identity different from sex registered at birth but no specific identity given – 0.5%
- Trans woman – 0.1%
- Trans man - 0.1%

Target Population Profile

The Streets for People Investment Plan concerns the borough as a whole, given this, there is no target population profile distinct from the borough profile.

It is anticipated that people with this protected characteristic will not be disproportionately impacted by this policy and have no specific needs relating to this characteristic. The Council will use the public consultation to support the identification of any potential impact.

Potential Impacts

Neutral: No data to suggest this group would be disproportionately impacted by the proposal.

4d. Marriage and Civil Partnership

Note: Only the first part of the equality duty ("*Eliminate discrimination, harassment and victimisation and any other conduct prohibited under the Act*") applies to this protected characteristic.

⁶ Census, 2021 – [Gender identity, England and Wales - Office for National Statistics \(ons.gov.uk\)](https://ons.gov.uk/people-and-population/population-and-demography/ethnicity-and-nationality)

Data

Borough Profile ⁷

- Divorced or formerly in a same-sex civil partnership which is now legally dissolved: (9.9%)
- Married or registered civil partnership: (35.8%)
- Separated (but still legally married or still legally in a same-sex civil partnership): (2.9%%)
- Single (never married or never registered a same-sex civil partnership): (45.3%)
- Widowed or surviving partner from a same-sex civil partnership: (6.1%)

Target Population Profile

The Streets for People Investment Plan concerns the borough as a whole and is not targeted at a specific population subset. As such, there is no distinct target population profile separate from the overall borough demographic. Additionally, data is not held on the marital or civil partnership status of residents in relation to transport infrastructure usage, and therefore a detailed impact analysis for this protected characteristic is not possible.

Potential Impacts

Neutral: No data suggests this group would be disproportionately impacted by the proposal.

4e. Pregnancy and Maternity

Note⁸:

- Pregnancy is the condition of being pregnant or expecting a baby.
- Maternity refers to the period after the birth and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding.

Data

Borough Profile ⁹

Live Births in Haringey 2021: 3,376

Target Population Profile

⁷ Census, 2021 – [Marriage and civil partnership status in England and Wales - Office for National Statistics \(ons.gov.uk\)](https://www.ons.gov.uk/peoplepopulationandcommunity/relationshipsandfamily/livestatusandrelationships/articles/marriageandcivilpartnershipstatusinenglandandwales/2021)

⁸ Equality and Human Rights Commission, 2022 – [Pregnancy and maternity discrimination](https://www.equalityhumanrights.com/en/matters/2022-03-23-pregnancy-and-maternity-discrimination).

⁹ Births by Borough (ONS)

The Streets for People Investment Plan concerns the borough as a whole; given this, there is no target population profile distinct from the borough profile.

Quantitative Data sources :

Borough Profile Census, 2021

Births by Borough (ONS)

Qualitative Data Sources:

Responses from Public Meetings, and Consultation Questionnaires:

- Pregnant women and new mothers have specific needs related to mobility, safety, and air quality. For example:
 - Mobility: Pregnant women, especially in late stages of pregnancy, may have limited mobility and rely more on cars.
 - Safety: Improved pedestrian infrastructure, such as safer walking routes and pedestrian crossings, is essential for parents with young children who may use prams.
 - Air Quality: According to Public Health England, exposure to air pollution during pregnancy is associated with adverse birth outcomes, making clean air interventions particularly beneficial. Measures to reduce air pollution are particularly important for pregnant women and young children, who are more vulnerable to the adverse effects of poor air quality.

Overall, the Streets for People Investment Plan includes initiatives to improve pedestrian infrastructure and reduce vehicle emissions, which will positively impact pregnant women and new mothers by addressing their specific needs. For example, cleaner air and safer streets will create a healthier and safer environment for this group.

Potential Impacts

Positive: Optimising access to parking might have a positive impact on people in late-stage pregnancy who might be limited in mobility and rely on cars, and the ability to park close to home or key locations such as medical centres. Improved pedestrian infrastructure will also benefit parents with young children.

Positive: Measures to further address air quality and the contribution of vehicles to air pollution will positively impact children and older people who may be disproportionately affected by air pollution. Cleaner air will benefit pregnant women and young children.

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.¹⁰

¹⁰ [Race discrimination | Equality and Human Rights Commission \(equalityhumanrights.com\)](https://www.equalityhumanrights.com/en/race-discrimination)

Data

Borough Profile ¹¹

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: 2.5%

White: 57.0% in total

- English/Welsh/Scottish/Northern Irish/British: 31.9%
- Irish: 2.2%
- Gypsy or Irish Traveller: 0.1%
- Roma: 0.8%
- Other White: 22.1%

Target Population Profile

The Streets for People Investment Plan concerns the borough as a whole; given this, there is no target population profile distinct from the borough profile.

Quantitative Data sources:

Census Data: The 2021 Census provides comprehensive demographic information, including detailed data on ethnic groups within Haringey.

Haringey Council Reports: Regular reports and demographic profiles published by Haringey Council include statistics on the racial and ethnic composition of the borough.

¹¹ Census 2021 - [Ethnic group, England and Wales - Office for National Statistics \(ons.gov.uk\)](https://ons.gov.uk)

Public Health England: Data on health disparities and outcomes among different racial and ethnic groups can be found in reports from Public Health England.

School Census Data: Information on the ethnic backgrounds of students in Haringey schools, which can provide insights into the younger population's diversity.

Qualitative Data Sources

Community Surveys and Interviews: Conducting surveys and interviews with residents can provide personal insights into the experiences and needs of different racial and ethnic groups.

Focus Groups: Organising focus groups with members of various ethnic communities can help gather detailed qualitative data on the impact of policies and proposals.

Local Organisations and Charities: Engaging with local organisations that support ethnic minorities can provide valuable qualitative data on the challenges and needs of these groups.

Haringey Community Profiles Dashboard: This tool allows access to a range of statistics about the diversity of communities living in Haringey, including qualitative insight

Haringey is one of the most ethnically diverse boroughs in London, with significant populations of Black, Asian, and other minority ethnic groups.

This proposal impacts services or infrastructure that are crucial for these communities and will aim advance equality of opportunity and foster good relations between people who share protected characteristics and people who do not.

It is expected members of racial and ethnic minority groups will see positive impact along with the rest of the borough.

Potential Impacts

Positive: this plan will improve air quality and reduce the contribution of vehicles to air pollution, which will positively impact areas with the borough especially where there is a correlation with poor air quality and a higher proportion of non-white residents. Initiatives like School Streets and improved cycling infrastructure will benefit diverse communities.

Positive: Introducing incentives to further reduce vehicle emissions and thereby improving air quality will positively impact areas everyone.

4g. Religion or belief

Data

Borough Profile ¹²

- Christian: 39%

¹² Census, 2021 – [Religion, England and Wales - Office for National Statistics \(ons.gov.uk\)](https://www.ons.gov.uk)

- 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%

Target Population Profile

The Streets for People Investment Plan concerns the borough; given this, there is no target population profile distinct from the borough profile.

Quantitative Data sources:

Census Data: The 2021 Census provides detailed information on the religious composition of Haringey.

Haringey Council Reports: Regular demographic reports published by Haringey Council include statistics on the religious affiliations of the borough's population

Public Health England: Data on health outcomes and disparities among different religious groups can be found in reports from Public Health England.

School Census Data: Information on the religious backgrounds of students in Haringey schools, which can provide insights into the younger population's diversity.

Qualitative Data Sources

Community Surveys and Interviews: Conducting surveys and interviews with residents can provide personal insights into the experiences and needs of different religious groups.

Focus Groups: Organising focus groups with members of various religious communities can help gather detailed qualitative data on the impact of policies and proposals.

Local Faith-Based Organisations: Engaging with local religious organisations and faith-based charities can provide valuable qualitative data on the challenges and needs of these groups.

No data suggests this group would be disproportionately impacted by the proposal. The Streets for People Investment Plan does not specifically target or impact individuals based on religion or belief.

The EqlAs previously completed for the Parking Strategy and the Air Quality Action Plan found a positive impact for these characteristics which apply to this Investment Plan.

Potential Impacts

Positive: The decision will advance equality of opportunity and foster good relations between people who share protected characteristics and people who do not.

Positive: Introducing incentives to further reduce vehicle emissions and thereby improving air quality will positively impact areas everyone.

4h. Sex

Data

Borough profile ¹³

- Females: (51.8%)
- Males: (48.2%)

Target Population Profile

The Streets for People Investment Plan concerns the borough; given this, there is no target population profile distinct from the borough profile.

What data sources will you use to inform your assessment of the impact of the proposal on people under this protected characteristic?

Quantitative Data Sources:

Census 2021: The most comprehensive source.

Office for National Statistics (ONS): Offers various reports and visualisations on population changes by sex.

Qualitative Data Sources:

Community Profiles: Haringey Council's community profiles include qualitative insights into the diversity of communities, including sex.

Local Surveys and Reports: Various local surveys conducted by community organisations or the council can provide qualitative insights into gender-related issues and community dynamics.

Sex: Women might be disproportionately affected by proposals related to childcare services or safety measures in public spaces.

Understanding these dynamics requires detailed demographic data and community engagement to ensure that all voices are heard and considered in the decision-making process.

¹³ Census 2021 – [Gender identity: age and sex, England and Wales - Office for National Statistics \(ons.gov.uk\)](https://www.ons.gov.uk/peoplepopulationandcommunity/identityandgender/articles/genderidentityageandsexenglandandwales/2021)

Data from Transport for London's (TfL) 2024 report shows 71% of women in London cited concerns about road safety as a primary reason that they do not cycle. The report highlights that women are more likely to experience harassment or feel unsafe while cycling, particularly in areas with poor lighting, high traffic volumes, or inadequate cycling infrastructure.

This data underscores the importance of designing safe, inclusive, and accessible cycling infrastructure, especially along main roads, to encourage more women to take up cycling and reduce gender-based disparities in active travel.

Members of the group might be positively affected by a proposal due as it promotes safe, inclusive, and accessible cycling infrastructure, especially along main roads, to encourage more women to take up cycling and reduce gender-based disparities in active travel.

Potential Impacts

Positive: The plan includes measures to improve lighting, visibility, and route connectivity to address these barriers and encourage greater participation for women.

4i. Sexual Orientation

Data

Borough profile ¹⁴

- Straight or heterosexual: 83.4%
- Gay or Lesbian: 2.7%
- Bisexual: 2.1%
- All other sexual orientations: 0.8%
- Not answered: 11.0%

Target Population Profile

The Streets for People Investment Plan concerns the borough; given this, there is no target population profile distinct from the borough profile.

Census Data: Although the UK Census does not directly ask about sexual orientation, it provides demographic data that can be cross-referenced with other surveys.

Health and Well-being Studies:

NHS Surveys: Surveys conducted by the NHS often include questions about sexual orientation to understand healthcare needs and disparities.

Qualitative Data Related to Sexual Orientation

¹⁴ Census, 2021 – [Sexual orientation, England and Wales - Office for National Statistics \(ons.gov.uk\)](https://ons.gov.uk/people-and-population/censuses/2021/articles/sexual-orientation)

Interviews and Focus Groups:

Community-Based Research: Interviews and focus groups conducted by organisations like Stonewall provide in-depth insights into the experiences and challenges faced by LGBTQ+ individuals.

Potential Impacts

Neutral - No data suggests this group would be disproportionately impacted by the proposal. The Streets for People Investment Plan does not specifically target or impact individuals based on sexual orientation.

4j. Socioeconomic Status

Data

Borough profile

Income

- 6.9% of the population of Haringey were claiming unemployment benefit as of April 2023¹⁵
- 19.6% of residents were claiming Universal Credit as of March 2023¹⁶
- 29.3% of jobs in Haringey are paid below the London Living Wage¹⁷

Educational Attainment

- Haringey ranks 25th out of 32 in London for GCSE attainment (% of pupils achieving strong 9-5 pass in English and Maths)¹⁸
- 3.7% of Haringey's working age population had no qualifications as of 2021¹⁹
- 5.0% were qualified to level one only²⁰

Area Deprivation

Haringey is the 4th most deprived in London as measured by the IMD score 2019. 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.²¹

Target Population Profile

¹⁵ ONS – [ONS Claimant Count](#)

¹⁶ DWP, StatXplore – [Universal Credit statistics, 29 April 2013 to 9 March 2023 - GOV.UK \(www.gov.uk\)](#)

¹⁷ ONS – [Annual Survey of Hours and Earnings \(ASHE\) - Estimates of the number and proportion of employee jobs with hourly pay below the living wage, by work geography, local authority and parliamentary constituency, UK, April 2017 and April 2018 - Office for National Statistics](#)

¹⁸ DfE – [GCSE attainment and progress 8 scores](#)

¹⁹ LG Inform – [Data and reports | LG Inform \(local.gov.uk\)](#)

²⁰ LG Inform – [Data and reports | LG Inform \(local.gov.uk\)](#)

²¹ IMD 2019 – [English indices of deprivation 2019 - GOV.UK \(www.gov.uk\)](#)

The Streets for People Investment Plan concerns the borough; given this, there is no target population profile distinct from the borough profile.

Quantitative – Census 2021

Qualitative – Policy Reviews: Reviews of social policies affecting socio-economic status, including their impact and effectiveness, provide qualitative data on the societal and economic environment.

To determine if members of a specific socio-economic group might be disproportionately affected by a proposal due to overrepresentation, it's essential to compare the group's representation within the affected area to the wider demographic profile of Haringey.

Haringey has significant socio-economic diversity, with areas of both affluence and deprivation. The borough has an Index of Multiple Deprivation score of 9, indicating high levels of deprivation

If a proposal impacts a neighbourhood with a higher concentration of low-income households or areas with higher deprivation scores compared to the borough's overall demographics, those members might be disproportionately affected.

Members of a group might be disproportionately affected by a proposal if it intersects with needs related to their protected characteristics (e.g., socio-economic status, age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, sexual orientation).

Potential Impacts

Positive: Strategic objectives include measures to further address air quality and the contribution of vehicles to air pollution, which will positively impact areas with more prevalent social deprivation, where there is a correlation with poor air quality. Initiatives like improved cycling infrastructure and School Streets will benefit lower-income communities.

Positive: Introducing incentives to further reduce vehicle emissions and thereby address air quality will positively impact areas with more prevalent social deprivation, where there is a correlation with poor air quality.

Positive: Introducing incentives to further reduce vehicle numbers and thereby address air quality through reduced emissions will positively impact areas with more prevalent social deprivation, where there is a correlation with poor air quality.

5. Key Impacts Summary

5a. Outline the key findings of your data analysis.

The proposals are not going to result in any direct/indirect discrimination for any group that shares the relevant protected characteristics.

The data analysis indicates that the Streets for People Investment Plan will have several positive impacts on various protected groups. Key findings include:

- Age: Positive impacts on older adults and children through improved pedestrian crossings, safer walking routes, and initiatives like School Streets that reduce pollution around schools.
- Disability: Positive impacts on individuals with mobility impairments through improved access and safer streets, and on those with health conditions through reduced air pollution.
- Sex: Positive impacts on women as this improves lighting, visibility, and route connectivity to address these barriers and encourage greater participation for women.
- Pregnancy and Maternity: Positive impacts on pregnant women and parents with young children through optimised parking access and improved pedestrian infrastructure.
- Religion or Belief: Positive impact through improved parking provision and enforcement for community and religious events.
- Race: Positive impacts on non-white residents in areas with higher social deprivation through improved air quality and infrastructure.
- Pregnancy and Maternity: Positive impacts on pregnant women and parents with young children through optimised parking access and improved pedestrian infrastructure.
- Socioeconomic Status: Positive impacts on lower-income communities through initiatives that improve air quality and infrastructure.

5b. Intersectionality

The proposal will predominantly impact individuals who have more than one protected characteristic. For example, older adults with disabilities will benefit from improved pedestrian infrastructure, and non-white residents in deprived areas will benefit from better air quality. The intersectional analysis highlights that the proposal will positively impact these groups by addressing multiple needs simultaneously.

5c. Data Gaps

Based on your data are there any relevant groups who have not yet been consulted or engaged? Please explain how you will address this

There are no significant data gaps identified. However, ongoing engagement with specific groups, such as disability advocacy groups and schools, will ensure that any emerging issues are addressed promptly.

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

The Streets for People Investment Plan is designed to advance equality of opportunity and foster good relations between different groups. The key implications are:

- **Eliminate Discrimination:** The proposal does not result in any direct or indirect discrimination for any group that shares the relevant protected characteristics.
- **Advance Equality of Opportunity:** The proposal helps to advance equality of opportunity by improving infrastructure and air quality, which benefits various protected groups, particularly those in deprived areas.
- **Foster Good Relations:** The inclusive approach to consultation and engagement fosters good relations between groups by ensuring that diverse needs are considered and addressed.

Overall, the proposals are not going to result in any direct/indirect discrimination for any group that shares the relevant protected characteristics.

7. Amendments and mitigations

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

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

Please delete Y/N as applicable

No major change to the proposal: the EqIA demonstrates the proposal is robust and there is no potential for discrimination or adverse impact. All opportunities to promote equality have been taken. 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 **Y**

Adjust the proposal: the EqIA identifies potential problems or missed opportunities. Adjust the proposal to remove barriers or better promote equality. Clearly set out below 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 **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**

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?

Action:

Continue targeted engagement with disability advocacy groups to ensure that the needs of individuals with disabilities are fully addressed in the implementation of the Streets for People Investment Plan. This includes ensuring that all pedestrian

crossings and walking routes are accessible and safe for individuals with mobility impairments.

Lead officer: **Naima Ihsan**

Timescale: **Ongoing throughout the implementation of the Streets for People Investment Plan**

7. Ongoing monitoring

Summarise the measures you intend to put in place to monitor the equalities impact of the proposal as it is implemented.

- Who will be responsible for the monitoring?
The monitoring will be the responsibility of the Resident Experience Service, led by Naima Ihsan
- What the type of data needed is and how often it will be analysed.
Regular feedback from public meetings, exhibitions, consultation questionnaires, and targeted engagement with specific groups such as schools and disability advocacy groups.
- When the policy will be reviewed and what evidence could trigger an early revision
The policy will be reviewed annually, with evidence from ongoing engagement and feedback potentially triggering an early revision if significant issues are identified.
- How to continue to involve relevant groups and communities in the implementation and monitoring of the policy?
Relevant groups and communities will continue to be involved through regular public engagement activities, including meetings, exhibitions, and formal consultations to ensure their views are considered in the ongoing implementation and monitoring of the policy.

Date of EqIA monitoring review:

06/06/2025

8. Authorisation

EqIA approved by (Corporate Director/ Director)



Mark Stevens, Director of Resident Experience

Date

6th June 2025

9. Publication

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

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