

Equality Analysis Form

An Equality analysis enables us to target our services, and our budgets, more effectively and understand how they affect all our communities. It also helps us comply with the Equalities Act 2010.

For more information about when you should carry out equality analysis, who should do this and the support available, go to the equality analysis intranet page.

This form has four sections

- 1: decide whether a full equality analysis is needed. If not, you do not complete sections 2-4.
- 2: gathering evidence
- 3: determining actions
- 4: decision and next steps

Appendix One – Decision-making process

Appendix Two - data broken down by Protected Characteristics

Name of document			Croydon Transport Vision	
Version	Date reviewed	Date of next review	Reviewed by	Changes made
1	13.03.14			

1. Decide whether a full equality analysis is needed

1.1 What are you analysing?

Question	Guidance	Answer
What is the name of your change or review?	<p>The change or review may involve:</p> <ul style="list-style-type: none"> • policies, strategies and frameworks budgets • plans, projects and programmes • staff structures (including outsourcing) • the use of buildings • commissioning (including re-commissioning and de-commissioning) services (for example, how and where they are delivered) • processes (for example thresholds, eligibility, entitlements, and access criteria) 	<p>Croydon Transport Vision</p> <p>Croydon faces challenges around the operation of its network of roads and streets, and impacts on the quality of the environment due to many people choosing to drive even for the shortest of journeys. The Transport Vision seeks to turn this challenge into one of Croydon's opportunities by setting out an agenda for the future, focusing on a careful balance between network operation and demand management to ensure that Croydon's transport system works with, rather than against, our wider regeneration objectives.</p> <p>The Transport Vision builds on the substantial body of work already undertaken through the We Are Croydon Vision, the Local Plan, the Opportunity Area Planning Framework, the five town centre Masterplans and the Croydon Promise, to set out a clear agenda for the future of Croydon as a high quality, high functioning place.</p>
Why are you doing this?	<p>For example, we are considering cutting a service.</p>	<p>The Transport Vision is being undertaken to articulate a joined up, transformative vision for the movement of people within Croydon twenty years hence.</p> <p>The Vision will provide a clear statement of intent to articulate the role that transport will play in supporting and enabling growth and development in Croydon over the next twenty years.</p> <p>The Transport Vision will:</p> <ul style="list-style-type: none"> • Articulate a joined-up and transformative vision bringing together movement and place within Croydon • Articulate an ambitious, innovative and forward-looking narrative

		<ul style="list-style-type: none"> • Articulate how public realm, walking and cycling are part of the transport solution • Articulate the place that buses and trams will play as part of a wider joined-up narrative • Articulate the place that private motor vehicles, delivery vehicles will play as part of a wider joined-up narrative • Emphasise that transport is interrelated with other 'themes'; especially quality of place and public realm, accessibility, safety and health • Articulate how the Transport Vision helps deliver the overarching objectives of the Croydon Promise. • Describe current and predicted travel behaviour • Be a public-facing document which articulates an ambitious, innovative and forward looking narrative • Be a publicly accessible document which is engaging to appeal to a wide range of people
<p>What is likely to be different when you have finished?</p>		<p>The Transport Vision will give direction and ambition to future transport plan and programme making, and guide lobbying and discussions with partners.</p>
<p>What will be the main outcomes or benefits from making this change?</p>		<ul style="list-style-type: none"> • A clear, engaging and articulate vision for the movement of people in Croydon • Greater public and political understanding of the existing, emerging and future transport direction • The Vision will be used to highlight the critical role of walking, cycling, access, safety and place as central to the transport solution. • It provides an integrated and comprehensive strategy, showing the critical relationship between how people move around and experience place and the impact (positive and negative) on the urban environment. • Ultimately the Vision is intended to ensure that Croydon is a better not just bigger place

<p>What stage is your change at now?</p>	<p>See appendix one for the main stages at which equality analyses need to be started or updated. In many instances, an equality assessment will be started when a report is being written for a committee. If that report recommends that a project or programme takes place, the same equality assessment can be updated to track equality impacts as it progresses. If the project or programme includes commissioning or de-commissioning, the same equality assessment can be updated again.</p>	<p>Recommending the Vision to Cabinet</p>
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An equality analysis must be completed before any decisions are made.

If you are not at the beginning stage of your decision making process, you must inform your Director that you have not yet completed an equality analysis.

1.2 Who could be affected and how?

Question	Guidance	Answer
<p>Who are your internal stakeholders?</p>	<p>For example, groups of council staff, members</p>	<ul style="list-style-type: none"> • Spatial Planning • Strategic Transport • Public Health • Sport and Physical Activity
<p>Who are your external stakeholders?</p>	<p>For example, groups of service users, service providers, trade unions, community groups and the wider community?</p>	<ul style="list-style-type: none"> • TfL • GLA • Wider community including residents / communities that share a “protected characteristic” and organisation’s representing them.
<p>Does your proposed change relate to a service area where there are known or potential equalities issues?</p>	<p>Please answer either "Yes", "Don't know" or "No" and give a brief reason for your response. If you don't know, you may be able to find out on the Croydon Observatory (http://www.croydonobservatory.org/)</p>	<p>Yes.</p> <p>The Transport Vision is a tool to improve the accessibility and ease of movement around Croydon for all and in particular people with a disability, younger and older people.</p> <p>Whereas the Vision is not a tool for delivery, it will be used to guide future plans, programmes and resulting projects. Hence it is intended indirectly to influence the daily lives of Croydon people in the future.</p>

		<p>These groups would include:</p> <ol style="list-style-type: none"> 1) Those who live in Croydon now or will do in the future; 2) Visitors for work or leisure now or in the future; 3) Those travelling in, to or through the borough across all modes of transport. <p>Impact on the specific protected groups is expanded upon within the following answers.</p>
<p>Does your proposed change relate to a service area where there are already local or national equality indicators?</p>	<p>You can find out from the Equality Strategy (http://intranet.croydon.net/corpdept/equalities-cohesion/equalities/docs/equalitiesstrategy12-16.pdf)</p> <p>Please answer either "Yes", "Don't know" or "No" and give a brief reason for your response</p>	<p>Yes</p> <p>The Vision relates in part to the work of Highways Improvement Team which includes 'road casualty reduction' particularly amongst the young. The Met Police gather casualty data that are summarised by TfL including on the basis of age.</p>
<p>Would your proposed change affect any protected groups more significantly than non-protected groups?</p>	<p>Please answer either "Yes", "Don't know" or "No" and give a brief reason for your response. For a list of protected groups, see Appendix Two.</p>	<p>Yes</p> <p>Certain aspects proposed would affect those with mobility issues.</p> <p>As set out previously, the wider general groups considered to be directly impacted by this proposal would include:</p> <ol style="list-style-type: none"> 1) Those who live in Croydon now or will do in the future; 2) Visitors for work or leisure now or in the future; 3) Those travelling in, to or through the borough across all modes of transport. <p>In terms of specific protected groups, the following are considered to be affected:</p> <p>Age – In general there will be a positive impact in terms of promoting accessible design for all age groups, but in particular younger and older people, with the Transport Vision supporting a shift towards a more 'liveable' environment. The Vision also highlights the heavily curtailed independent mobility, play and hence activity amongst children and young people, and the link to health inequalities, seeking to address all these inequalities</p>

		<p>Disability – The Transport Vision aims for a safer, more pleasant and more accessible public realm and movement network.</p> <p>Pregnancy and Maternity –The Transport Vision will promote steps towards a safer, more pleasant and more accessible public realm and movement network.</p> <p>Gender – The Transport Vision will propose steps to improve levels of safety, security and passive surveillance in the public realm, and to improve alternatives to car travel.</p>
<p>Would your proposed change help or hinder the Council in eliminating unlawful discrimination, harassment and victimisation in relation to any of the protected groups?</p>	<p>Please answer either "Yes", "Don't know" or "No" and give a brief reason for your response</p>	<p>Yes- This will help to reduce the risks of harassment and victimisation of all protected and non-protected groups.</p> <p>Fear of crime related incidents will be tackled by promoting the provision of secure well lit inclusive public realm in the area and linking communities through provision of well connected, safe improved pedestrian links.</p> <p>The Vision also advocates an upgrade to public transport provision in making this a safer, more popular and more attractive choice for transport.</p>
<p>Would your proposed change help or hinder the Council in advancing equality of opportunity between people who belong to any protected groups and those who do not?</p>	<p>Please answer either "Yes", "Don't know" or "No" and give a brief reason for your response</p>	<p>Yes, this proposed change would help the Council in advancing equality of opportunity through:</p> <ul style="list-style-type: none"> • Providing a clear, legible and accessible urban realm that is easy to navigate, with pedestrian connections linking key destinations • Strengthening Croydon's public transport network making it easier and more pleasant for people of certain protected groups (in particular people with a disability, young and older people and women) to access and increasing their independent mobility. • Promoting changes to how people travel, to move away from the car, creating a less stressful urban experience and promoting health and wellbeing
<p>Would your proposed change help or hinder the Council in fostering good relations between people who belong to any protected groups and those who do not?</p>	<p>Please answer either "Yes", "Don't know" or "No" and give a brief reason for your response</p>	<p>The Transport Vision will promote revitalised town centres and movement network with a range of high quality routes and spaces suitable for all groups. The promotion of an upgraded pedestrian network will benefit all user groups.</p> <p>The Transport Vision encourages community cohesion and enhanced wellbeing by promoting:</p> <ul style="list-style-type: none"> • An accessible urban realm that encourages people to walk and cycle. • Places to stop and sit, and better connection between public amenity areas, creating opportunities for social interaction and integration. • Enhanced public transport and provision and interchange hubs, providing

		<p>opportunities for social interaction and support for more vulnerable people.</p> <ul style="list-style-type: none"> • Car sharing schemes, as a means to develop a greater sense of shared responsibility and community support.
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1.3 Decision

If you answer "yes" or "don't know" to ANY of the questions in section 1.2, you should undertake a full equality analysis. This is because either you already know that your change or review could have a different/significant impact on protected groups (compared to non-protected groups) or because you don't know whether it will (and it might).

Decision	Guidance	Response
<p>Yes, further equality analysis is required</p> <p>(NB The equality analysis below is a 'starting point' for an ongoing process of equalities analysis that will be undertaken as part of the development of plans, strategies and programmes flowing from the Transport Vision.)</p>	<p>Please state why and outline the information that you used to make this decision. Also indicate</p> <ul style="list-style-type: none"> - when you expect to start your full equality analysis - the deadline by which it needs to be completed (for example, the date of submission to Cabinet). - where and when you expect to publish this analysis (for example, on the Council website). <p>You must include this statement in any report used in decision making, such as a Cabinet report.</p>	<p>A further equality analysis is needed to identify the impact of the Transport Vision proposals on equality groups / communities that share a protected characteristic. The equality analysis will look at issues such as:</p> <ul style="list-style-type: none"> • Inequalities – including equity of access to more sustainable and less expensive means of travelling. Greater accessibility with the needs of all residents represented. Seeking to strengthen links between the Croydon Opportunity Area and other town centres in order to make it easier for people to travel in/out on foot, cycle or public transport. • Proposal will work towards improving accessibility and safety within the urban realm for all groups, including some key protected groups. • The objectives of the vision will help to address issues of crime and antisocial behaviour by increasing the number of people using the public realm, in turn improving passive surveillance and territorial responsibility. • By promoting the creation of an attractive, legible and accessible urban environment the Vision will provide equity of access to the Croydon Opportunity Area across all groups. By creating a more pleasant urban environment, people will be encouraged to spend time in CMC, with opportunities for interaction increased. • The need to create a stronger relationship between placemaking, transport and public health – critical links between these. • The Vision's key objectives will underpin future proposals within the Croydon Opportunity Area ensuring that those groups that need to be engaged with will be well represented.
Officers that must approve this decision	Name and position	Date
Report author	Emily Read Deputy Team Leader – Placemaking /Ian Plowright	23 February 2015

	Head of Transport	
Director	Stephen Tate	Interim Director of Regeneration
Please email this completed form to data.equalities@croydon.gov.uk, together with an email trail showing that the your director has approved it.		
Name of equalities officer	Yasmin Ahmed	
Date received by equalities officer		
Should a full equality analysis be carried out?	Yes	<p>A full EA will be required due to the fact that some protected groups are more likely to be affected than others i.e. age, disability, pregnancy and maternity and possibly gender. It would be useful to consult with these groups to identify any key issues or concerns.</p> <p>This EA analysis will be the starting point for equality analysis to be undertaken as part of the development of each of the transport plans and programmes to be guided by the Vision.</p> <p>The equality analysis will be further developed and updated.as the projects / programmes to deliver the transport vision are planned and delivered. It will include the use of existing and new (if needed) evidence, research and consultation to assess where the Transport Vision is likely to have any adverse impact on people who share a protected characteristic and those who do not and mitigating actions will be taken where needed.</p> <p>These actions will be delivered and monitored at the programme and project level</p>
Please send this document to - the person responsible for making the decision - democratic services, the corporate programme office or procurement as appropriate in time for the relevant decision making meeting		

2. Evidence Considered

List the documents and information that have been considered as part of this review to enable reasonable judgments to be made on the assessment of impact.
This section needs to include consultation data and desktop research (local and national data).

Quantitative:

- Traffic accident and casualty data
- Road Safety of London's
- Black and Asian Minority Ethnic Groups, A report to the London Road Safety Unit
- TfL travel survey data including Travel in London report
- TfL bus stop accessibility data
- 2011 Census data – in particular travel to work data for small areas
- TfL analysis of access to services and facilities (PTAL)
- Analysis of potential for change to more sustainable transport modes
- Benchmarking and analysis of mandatory LIP indicators
- Analysis of potential health impact – from previous Joint Strategic Needs Assessment and national health and obesity measures
- GLA Safe streets for London report
- Croydon LIP2 Strategic Environment Assessment
- School travel plans
- Public health briefing on walking and cycling
- National Travel Survey Statistical Release 30 July 2013 Revised 19 September 2013
- Children's Independent Mobility: A comparative study in England and Germany (1971-2010), Policy Studies Institute 2012
- ONE FALSE MOVE: A Study of Children's Independent Mobility, Mayer Hillman, John Adams and John Whitelegg, 1990
- Transport for London Surface Transport Panel Subject: Fatal Pedal Cycle Casualties in London, Date: 3 July 2012

Qualitative

- 'Taking forward the Mayor's Transport Strategy Accessibility Implementation Plan' TfL 2012
- Clearing the air: The Mayor's Air Quality Strategy, 2010
- Feedback from public consultations on the development of Croydon's Local Implementation Plan and Core Strategy
- Feedback from mobility and disability forums through facilitated workshop conducted as part of the development of Croydon's Local Implementation Plan (see below).

THEME	ISSUES	How addressed by LIP delivery programme	ACTION
Interaction with	Problems seeing and hearing	Can be addressed by raising awareness amongst cyclists	Action Cycle training for children and adults

other road users	cyclists.		is part of the LIP programme. Disability awareness should be incorporated into that training.
	Danger associated with traffic speeds and congestion. The disproportionate effect speeding has on people with impaired mobility and people with disabilities to be considered.	The LIP delivery programme includes a 'Speed Management' element which includes deploying 'Mobile Speed Indicator Signs' across the Borough to raise driver awareness of their driving speeds at well-known speeding locations, and a programme of signing and road marking improvement at locations across the Borough to improve speed management. The LIP deliver programme includes a variety of proposals to facilitate travel by means other than the car as a way reducing congestion.	Action The issue should be explored further with the Mobility Forum to help focus the speed management programme at locations were Forum members identify problems.
	Behaviour of other road users endangering people with impairments and disabilities.	The disproportionate effect antisocial driving behaviour has on people with impaired mobility and people with disabilities a factor in in giving high priority to speed management and road safety within the delivery programme	Action The Young Driver Training element of the programme to include disability awareness training.
Maintenance & Infrastructure	Poorly maintained highway (uneven footways & carriageway potholes) making mobility difficult and painful.	The Council deploys a significant amount of its own funds on maintaining the borough's carriageways and footways TfI also provides LIP funding for maintenance of principal roads in the borough. The delivery programme also includes a Local Area Accessibility improvement which in part can targeted at localised uneven footway issues. The programme also includes major investment in improving 'Pedestrian Accessibility and Experience' improvement in the metropolitan and district centres which replace and upgrade footways and carriageways	Action Access audits are undertaken as part of the feasibility and design of 'Pedestrian Accessibility Experience' proposals with participation of members of the Mobility Forum.
	High carriageway kerbs a problem for disabled people.	The delivery programme includes the major Pedestrian Accessibility and Experience" projects at district town centres and at the metropolitan Centre as part of 'Connect Croydon'. A major part of these projects is increasing the accessibility of the public realm with dropped kerbs and other interventions at these important places/hubs. The delivery programme also includes a 'Local Area	Action Use the major Pedestrian Accessibility and Experience" projects at district town centres and at the metropolitan centre as part of 'Connect Croydon', to increase the accessibility of the public realm with dropped kerbs and other interventions at these important places/hubs. Have a

		Accessibility' element for making more localised interventions such as dropped kerbs	wider Local Implementation Plan funded programme for localised access improvements in other parts of the borough
	Accessibility in vicinity of some stations is difficult.	Introduce new pedestrian facilities including signalised junctions.	Action Major improvement being delivered around East and West Croydon stations as part of the delivery programme/ Connected Croydon. Mobility forum to identify issues at other stations to be addressed via the Local Area Accessibility element of the programme and other elements.

Findings from the Core Strategy consultation for relevant protected groups in relation to transport and access issues are considered in the preparation of the programme are:

Older people

- There is a need for improved convenient, **safe and reliable public transport**.
- Environmental quality and **accessibility of the public realm** are important for older people.
- There is a need for plans to provide community facilities that benefit young people, elderly and disabled (**and therefore to make these accessible**).

Younger people

- Concerns relating to crime, safety and vulnerability particularly in relation to street crime **and road accidents were confirmed**
- Children and young adults are not able to drive and are **more dependent on public transport**.

Ethnicity

- The forum commented that north of the borough has a greater proportion of the borough's BME population yet they felt that no resources are spent on the north of the borough.
- The forum felt that the existing Croydon Plan [the Unitary Development Plan] is too focused on the town centre and that there is a need for

regeneration in the north.

Gender

- Women tend to have **less access to cars and are more likely to depend on public transport** for making local journeys for shopping, childcare and work. They need ramps and level access in the public realm and on public transport for pushchairs.
- Many women have to balance work and domestic responsibilities. To do this they ideally need to be able to **access suitable employment** and training opportunities close to home.
- **Access to affordable childcare** is a key factor to women engaging fully in the labour market.

Disability

- There is a need for **level access to buildings, public realm, local services and public transport.**
- There is a lack of **disabled parking** in the borough.
- Elderly people attending the public consultation confirmed the need for **improved convenient, safe and reliable public transport,** environmental quality, and **accessibility of the public realm** are important for older people. **A need for more disabled parking** in Croydon was also raised.
- Surrounding environments such as schools, shops, public realm and **public transport are not often fully accessible** and restrict the access to employment, training and leisure for disabled people

2.1 Analysing Impact

Use the table below plot and identify where there is a potential impact on any of the staff and customers/service users by protected characteristic arising from the change. The cells of the matrix should be filled in as below:

Key

O	Indicates where the impact is unknown on Service Users/Staff, This is due to evidence not being available to indicate otherwise (neither positive nor negative impact).
P	Indicates the change may have a potential Positive Impact on Service Users/Staff
N	Indicates the change may have a potential Negative Impact on Service Users/Staff
P/N	Indicates the change may have both Positive and Negative Impacts on Service Users/Staff

Delivery Themes		Protected Characteristics									
		Age	Disability	Gender Reassignment	Pregnancy and Maternity	Race	Religion and Belief	Sex	Sexual Orientation	Marriage and Civil Partnership	
Increasingly Connected	Improved rail connections	P	P	O	P	O	O	P	O	O	
	New East and West Croydon Stations	P	P	O	P	O	O	P	O	O	
	Enhanced bus network	P	P	O	P	O	O	P	O	O	
	Enhanced tram network	P	P	O	P	O	O	P	O	O	
	South London Metro	P	P	O	P	O	O	P	O	O	
Better Places	Homes and jobs in accessible places	P	P	O	P	O	O	P	O	O	
	Transformative place	P	P	O	P	P	O	P	O	O	

Delivery Themes		Protected Characteristics									
		Age	Disability	Gender Reassignment	Pregnancy and Maternity	Race	Religion and Belief	Sex	Sexual Orientation	Marriage and Civil Partnership	
		making									
		Better accessible, walkable and cycleable places	P	P	O	P	O	P	O	O	
									O	O	
	Safer and Calmer	Increased action on road safety	O	O	O		P		O	O	
		Re target resources to effectively deliver safer streets	P	P	O	O	P	O	P	O	O
		Adult and child cycle training	P	O	O	O	O	O	P	O	O
		Safer Freight	O	O	O	O	O	O	P	O	O
	Mixed Modality	Closing rat runs	P	O	O	O	O	O	O	O	O
		Play Streets	P	O	O	O	P	O	P	O	O
		DIY Streets	P	P	O	O	O	O	O	O	O
		Legible London signing	O	P	O	O	O	O	O	O	O
		Pleasant accessible high streets	P	P	O	P	P	O	P	O	O
		Cycle strategy and policy audit	O	O	O	O	O	O	O	O	O
		New cycle programme	P	P	O	O	O	O	P	O	O

Delivery Themes		Protected Characteristics									
		Age	Disability	Gender Reassignment	Pregnancy and Maternity	Race	Religion and Belief	Sex	Sexual Orientation	Marriage and Civil Partnership	
	Cycle hire	O	O	O	O	O	O	O	O	O	
	Quietways	P	P	O	P	O	O	P	O	O	
	North south cycling through the Town Centre	P	P	O	P	O	O	P	O	O	
	Car clubs / car sharing	O	O	P	O	O	O	O	O	O	
Healthy City	Clean air	P	P	O	O	O	O	O	O	O	
	Active travel available to all	P	P	O	O	O	O	O	O	O	

Description of Impact – Delivery Theme				
Delivery Theme	Protected Group	Description of Potential Positive Impact	Description of Potential Negative Impact	Evidence Source
Increasingly Connected	Age	<ul style="list-style-type: none"> Children and young people benefiting from improved public transport as users of free public transport and prohibited from driving 		‘Taking forward the Mayor’s Transport Strategy Accessibility Implementation Plan’ TfL 2012
	Disability	<ul style="list-style-type: none"> Older People benefiting as Freedom Pass users Benefiting from improved public transport as users Freedom Pass. Benefiting from new more accessible stations at east and West Croydon 		

Description of Impact – Delivery Theme

Pregnancy /
Maternity
Sex

- Benefiting from improved public transport
- Women have lower access to the car than men in general and consequently more reliant on the public transport, thus benefiting from improved public transport

National Travel Survey
Statistical Release
30 July 2013
Revised 19 September 2013

Description of Impact – Delivery Theme

Delivery Theme	Protected Group	Description of Potential Positive Impact	Description of Potential Negative Impact	Evidence Source
Better Places	Age	<ul style="list-style-type: none"> • Children and young people benefiting from improved access to local services and public transport plus safer more pleasant environments • Older people with increased ease of access to local services and improved access to public transport 		TfL bus stop accessibility data
	Disability	<ul style="list-style-type: none"> • Benefiting from more accessible environment / public realm and improved access to services locally and improved public transport 		TfL bus stop accessibility data
	Pregnancy / Maternity	<ul style="list-style-type: none"> • Benefiting from more accessible environment / public realm and improved access to services locally and improved public transport 		‘Taking forward the Mayor’s Transport Strategy Accessibility Implementation Plan’ TfL 2012 TfL bus stop accessibility data
	Sex	<ul style="list-style-type: none"> • Women generally have lower access to the car hence benefiting from more services being accessible locally, plus more pleasant and safer public realm and improved access to public transport 		National Travel Survey Statistical Release 30 July 2013 Revised 19 September 2013

Description of Impact – Delivery Theme

Delivery Theme	Protected Group	Description of Potential Positive Impact	Description of Potential Negative Impact	Evidence Source
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Description of Impact – Delivery Theme

Safer and Calmer	Age	<ul style="list-style-type: none"> Children and young people’s independent mobility and hence activity levels are being curtailed by road safety concerns. Safer and Calmer streets intended to address this inequality Both adults and children to benefit from cycle training 	<p>Children’s Independent Mobility: A comparative study in England and Germany (1971-2010), Policy Studies Institute 2012</p> <p>ONE FALSE MOVE... A Study of Children’s Independent Mobility Mayer Hillman, John Adams and John Whitelegg, 1990</p>
	Disability	<ul style="list-style-type: none"> People with impaired mobility better able to cross calmer and safer streets. 	<p>‘Taking forward the Mayor’s Transport Strategy Accessibility Implementation Plan’ TfL 2012.</p>
	Race	<ul style="list-style-type: none"> Young people and children from BAME groups over represented in road casualty statistics. Improved Road Safety and Calmer Streets to address this. 	<p>Road Safety of London’s Black and Asian Minority Ethnic Groups A report to the London Road Safety Unit Transport for London Surface Transport Panel Subject: Fatal Pedal Cycle Casualties in London Date: 3 July 2012</p>
	Sex	<ul style="list-style-type: none"> Women are over represented in cyclist fatalities caused by goods vehicles. Increasing the safety of goods traffic is intended to address this 	

Description of Impact – Delivery Theme

Delivery Theme	Protected Group	Description of Potential Positive Impact	Description of Potential Negative Impact	Evidence Source
Mixed Modality	Age	<ul style="list-style-type: none"> Children and young people’s independent mobility and outdoor play (hence activity levels) are being curtailed by road safety concerns. Play Streets and closing rat runs intended to help address this. Children and young people able to participate in DIY 		<p>Children’s Independent Mobility: A comparative study in England and Germany (1971-2010), Policy Studies Institute 2012</p>

Description of Impact – Delivery Theme

	streets projects to redesign streets for their needs.		ONE FALSE MOVE... A Study of Children's Independent Mobility Mayer Hillman, John Adams and John Whitelegg, 1990
	<ul style="list-style-type: none"> Children and young people able to engage in more active travel with more safe cycling infrastructure 		
Disability	<ul style="list-style-type: none"> Disabled people able to influence street design to better meet their needs via DIY streets projects Disable cyclists benefiting from Quietways and quieter streets 		'Taking forward the Mayor's Transport Strategy Accessibility Implementation Plan' TfL 2012
Race	<ul style="list-style-type: none"> More pleasant and animated streets with more natural surveillance will work towards reducing concerns over race hate crimes 		
Pregnancy / Maternity	<ul style="list-style-type: none"> Mothers cycling with babies / toddlers benefiting from Quietways and quieter streets 		'Taking forward the Mayor's Transport Strategy Accessibility Implementation Plan' TfL 2012
Sex	<ul style="list-style-type: none"> Women generally have lower access to the car. Borough wide car club intended to address this inequality 		Transport for London Surface Transport Panel Subject: Fatal Pedal Cycle Casualties in London Date: 3 July 2012

Description of Impact – Delivery Theme

Delivery Theme	Protected Group	Description of Potential Positive Impact	Description of Potential Negative Impact	Evidence Source
Healthy City	Age	<ul style="list-style-type: none"> Clean air benefiting children and older people. Children and older people benefiting from an environment more conducive to active travel and from more active travel and resulting health benefits 		Clearing the air The Mayor's Air Quality Strategy, 2010
	Disability	<ul style="list-style-type: none"> Clean air benefiting people with respiratory conditions. People with certain disabilities 		Clearing the air The Mayor's Air Quality Strategy, 2010

Description of Impact – Delivery Theme

benefiting from being able to cycle / use hand bikes in a safer cycling environment.

Strategy, 2010

2.2 Is there any evidence missing? If so, how will you gather this missing evidence?

If you do not have all the evidence you need to make an informed decision, talk to your departmental equality lead about practical ways to gather it. For example, if you do not have time to conduct a survey, is there a way can increase your understanding before undertaking more robust research at a later date? Perhaps by meeting with stakeholders. The depth and degree of any consultation or research will be determined by the relevance of the change or review to different groups. Those who are likely to be directly affected should be consulted. Read the corporate public consultation guidelines before you begin (http://intranet.croydon.net/finance/customerservices/public_consultation/default.asp).

If you really cannot gather any useful information in time, then note its absence as a potential negative impact and describe the action you will take to gather it in section 3. Insert new rows as required.

Do not continue onto stage 3 until your departmental equality lead is satisfied that you have gathered all the evidence you need.

Protected Group	Evidence missing	Description of potential negative impact

3. Determining Actions

The overall potential impact is the likelihood of the impact multiplied by the strength of that impact. The higher the score, the more significant the impact. The tables below identify actions to be taken to minimise negative impacts or maximise positive impacts within the programme.

Key

Likelihood score

5	Most certain	In more than 80% of the circumstances
4	Most likely	In 51-80% of circumstances
3	Possible	In 21-50% of circumstances
2	Unlikely	In 6-20% of circumstances
1	Rare	In 5% of circumstances or less

Strength score	Degree of impact	Proportion of protected groups affected
5	Very great impact	Several protected groups in more than one category (e.g. religion and gender) would be differently affected (compared to non-protected groups).
4	Great impact	Several protected groups in one category (e.g. religion) would be differently affected (compared to non-protected groups)
3	Some impact	All of one protected group would be differently affected (compared to non-protected groups)
2	Little impact	The majority of one protected group would be differently affected (compared to non-protected groups)
1	Minimal impact	A minority of one protected group would be differently affected (compared to non-protected groups).

3.1 Minimising Potential Negative Impacts

Ref	Protected Group	Potential Negative Impact	Likelihood Score	Strength Score	Overall Impact Score	Action	Action Owner	Date Action will be completed
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Please note that any potential negative impact that is identified as and when individual plan, programme and strategy making programme embarked upon will be reviewed and mitigating action will be taken to address this.

The equality analysis document will be update to reflect this.

3.1 Maximising Positive Impacts

Ref	Protected Group	Potential Positive Impact	Likelihood Score	Strength Score	Overall Impact Score	Action	Action Owner	Date Action will be completed
	Age	Children and young people benefiting from improved public transport as users of free public transport and prohibited from driving	4	3	12	When developing plans and programmes to improve public transport (particularly with TfL) ensure that this equality analysis is employed, refined and updated as part of the plan and programme making	Ian Plowright	Ongoing
	Age	Older People benefiting as Freedom Pass users	4	3	12	When developing plans and programmes to improve public transport (particularly with TfL) ensure that this equality analysis is employed, refined and updated as part of the plan and programme making	Ian Plowright	Ongoing
	Age	Children and young people benefiting from improved access to local services and public transport plus safer more	4	4	16	This equality analysis to be employed, refined and updated as part of the process to develop plans,	To be identified as and when individual plan,	TBC

3.1 Maximising Positive Impacts

	pleasant environments				programmes and strategies	programme and strategy making programme embarked upon	
Age	Older people with increased ease of access to local services and improved access to public transport	4	4	16	This equality analysis to be employed, refined and updated as part of the process to develop plans, programmes and strategies	To be identified as and when individual plan, programme and strategy making programme embarked upon	
Age	Children and young people's independent mobility and hence activity levels are being curtailed by road safety concerns. Safer and Calmer streets intended to address this inequality	4	4	16	This equality analysis to be employed, refined and updated as part of the process to develop plans, programmes and strategies 20MPH limit programme currently in development. Maximising positive effects on children and young people should be part of that programme development and role out.	To be identified as and when individual plan, programme and strategy making programme embarked upon	October 2015
Age	Children and young people's independent mobility and outdoor play (hence activity levels) are being curtailed by road safety concerns. Play Streets and closing rat runs intended to help address this.	4	4	16	Play street and road closures being embarked upon. Maximising and assessing the benefits to children and young people of quieter streets should be part of the road closure programme	Mike Barton	March 2016
Age	Children and young	4	2	16	First DIY Street project	Ian Plowright	April 2016

3.1 Maximising Positive Impacts

	people able to participate in DIY streets projects to redesign streets for their needs.				underway. Local schools to be involved and children living locally		
Age	Children and young people able to engage in more active travel with more safe cycling infrastructure	4	3	12	Development of a cycle strategy is underway. This analysis should be employed and refined in the process of making that strategy	Ian Plowright	June 2015
Age	Clean air benefiting children and older people. Children and older people benefiting from an environment more conducive to active travel and from more active travel and resulting health	4	4	16	This equality analysis to be employed, refined and updated as part of the process to develop plans, programmes and strategies	To be identified as and when individual plan, programme and strategy making programme embarked upon	
Disability	Benefiting from more accessible environment / public realm and improved access to services locally and improved public transport	4	4	16	This equality analysis to be employed, refined and updated as part of the process to develop plans, programmes and strategies	To be identified as and when individual plan, programme and strategy making programme embarked upon	
Disability	People with impaired mobility better able to cross calmer and safer streets	4	3	12	This equality analysis to be employed, refined and updated as part of the process to develop plans, programmes and strategies	To be identified as and when individual plan, programme and strategy making	

3.1 Maximising Positive Impacts

Disability	Disabled people able to influence street design to better meet their needs via DIY streets projects	3	2	6	First DIY Streets project being embarked upon and the Mobility Forum has been engaged with. Continue engagement and involvement	programme embarked upon Ian Plowright	October 2015
	Disabled cyclists benefiting from Quietways and quieter streets	4	3	12	Design of first Quietway started. Ensure Wheels for Wellbeing involved in the design process	Ian Plowright	June 2015
Disability	Clean air benefiting people with respiratory conditions. People with certain disabilities benefiting from being able to cycle / use hand bikes in a safer cycling environment.	4	2	8	This equality analysis to be employed, refined and updated as part of the process to develop plans, programmes and strategies	To be identified as and when individual plan, programme and strategy making programme embarked upon	
Pregnancy / Maternity	Benefiting from improved public transport	2	2	4	This equality analysis to be employed, refined and updated as part of the process to develop plans, programmes and strategies	To be identified as and when individual plan, programme and strategy making programme embarked upon	
Pregnancy / Maternity	Benefiting from more accessible environment / public realm and	2	2	4	This equality analysis to be employed, refined and updated as part of the	To be identified as and when	

3.1 Maximising Positive Impacts

	improved access to services locally and improved public transport				process to develop plans, programmes and strategies	individual plan, programme and strategy making programme embarked upon
Sex	Women generally have lower access to the car hence benefiting from more services being accessible locally, plus more pleasant and safer public realm and improved access to public transport	2	4	8	This equality analysis to be employed, refined and updated as part of the process to develop plans, programmes and strategies	To be identified as and when individual plan, programme and strategy making programme embarked upon
Sex	Women generally have lower access to the car. Borough wide car club intended to address this inequality	3	4	12	Already working to establish a Croydon wide car club. When in place ensure that promoted to women in particular	Peter McDonald
Sex	Women are over represented in cyclist fatalities caused by goods vehicles. Increasing the safety of goods traffic is intended to address this	3	3	9	A number of initiatives already underway Eg View from the cab / exchanging places HGV / Cyclist safety sessions for cyclists. Women only guided 'Breeze' rides to increase cycling skills and confidence. About to begin roll out of the Cycle Alert cycle tag safety system. Ensure distribution of tags has a focus on women cyclists	Carole Crankshaw
Race	Young people and children from BAME groups over represented in road casualty statistics.	4	3	12	This equality analysis to be employed, refined and updated as part of the	To be identified as and when individual

3.1 Maximising Positive Impacts

	Improved Road Safety and Calmer Streets to address this.				process to develop plans, programmes and strategies	plan, programme and strategy making programme embarked upon
Race	More pleasant and animated streets with more natural surveillance will work towards reducing concerns over race hate crimes	3	3	9	This equality analysis to be employed, refined and updated as part of the process to develop plans, programmes and strategies	To be identified as and when individual plan, programme and strategy making programme embarked upon

4. Decisions

4.1 Based on the information in sections 1-3, what are you going to do?

Decision	Definition	Yes/no
We will not make any major change to our project because it already includes all appropriate actions	Our assessment shows that there is no potential for discrimination, harassment or victimisation and that our project already includes all appropriate actions to advance equality and foster good relations between groups.	Yes
We will adjust our project	We have identified opportunities to lessen the impact of discrimination, harassment or victimisation and better advance equality and foster good relations between groups through our project. We are going to take action to change our project to make sure these opportunities are realised.	No
We will continue our project as planned because it will be within the law	We have identified opportunities to lessen the impact of discrimination, harassment or victimisation and better advance equality and foster good relations between groups through your project. However, we are not planning to implement them as we are satisfied that our project will not lead to unlawful discrimination and there are justifiable reasons to continue as planned.	Yes
We will stop our project	Our project would have adverse effects on one or more protected groups that are not justified and cannot be lessened. It would lead to unlawful discrimination and must not go ahead.	No

4.2 Next steps

You may find it useful to consult Appendix One before completing this section.

Does this analysis have to be considered at a scheduled meeting?	Yes	When Cabinet considers the Transport Vision on 16 March 2015.
When and where will this equality analysis be published?	An equality analysis should be published alongside the policy or decision it is part of. As well as this, the equality assessment could be made available externally at various points of policy development. This will often mean publishing your analysis before the policy is finalised, thereby enabling people to engage with you on your findings.	The Equality Analysis will be published alongside the Cabinet papers. It will be the starting point for the Equality Analysis of plans, strategies and programmes flowing from the Vision and hence will be published in an updated form as part of the making and agreeing those plans, strategies and programmes.
When will you update this analysis?	Please state at what stage of your project you will do this and when you expect this update to take place. If you are not planning to update this analysis, say why not.	The equality analysis will be further developed and updated as the projects / programmes to deliver the transport vision are planned and delivered. It will include the use of existing and new (if needed) evidence, research and consultation to assess where the Transport Vision is likely to have any adverse impact on people who share a protected characteristic and those who do not and mitigating actions will be taken where needed. These actions will be delivered and monitored at the programme and project level

4.3 I confirm that the information in sections 1 - 4 is accurate, comprehensive and up-to-date

Officers that must approve this decision	Name and position	Date
Report author	Emily Read. Deputy Team Leader – Placemaking / Ian Plowright Head of Transport	4 March 2015
Interim Director of Regeneration	Stephen Tate	4 March 2015

Email this completed form to data.equalities@croydon.gov.uk, together with an email trail showing that the director is satisfied with it.

4.4 Feedback from the corporate equalities team

Name of officer from equality team	Yasmin Ahmed	4 March 2015
Feedback on decision		

Please send this to the report author and democratic services, corporate programme office and procurement team as appropriate