

# Croydon Council Equality Analysis Form

## Stage 1 Initial Risk Assessment - Decide whether a full equality analysis is needed

At this stage, you will review existing information such as national or local research, surveys, feedback from customers, monitoring information and also use the local knowledge that you, your team and staff delivering a service have to identify if the proposed change could affect service users from equality groups that share a “protected characteristic” differently. You will also need to assess if the proposed change will have a broader impact in relation to promoting social inclusion, community cohesion and integration and opportunities to deliver “social value”.

Please note that the term ‘change’ is used here as shorthand for what requires an equality analysis. In practice, the term “change” needs to be understood broadly to embrace the following:

- Policies, strategies and plans
- Projects and programmes
- Commissioning (including re-commissioning and de-commissioning)
- Service Review
- Budgets
- Staff structures (including outsourcing)
- Business transformation programmes
- Organisational change programmes
- Processes (for example thresholds, eligibility, entitlements, and access criteria)

You will also have to consider whether the proposed change will promote equality of opportunity; eliminate discrimination or foster good relations between different groups or lead to inequality and disadvantage. These are the requirements that are set out in the Equality Act 2010.

### 1.1 Analysing the proposed change

#### 1.1.1 What is the name of the change?

Permitting cycling within North End throughout the day, as part of a wider strategy to encourage cycling to and through the Croydon Metropolitan Centre and to help people engage in more active travel.

#### 1.1.2 Why are you carrying out this change?

Please describe the broad aims and objectives of the change. For example, why are you considering a change to a policy or cutting a service etc.

It is part of wider action aiming to make the Croydon Metropolitan Centre more cycle-able, in turn seeking to cut the reliance on the car for short trips to the Centre and help people become more active as part of their travel routine.

It is part of a north-south cycle connection being created along the High Street which will link the Connect2 east-west cycle route (linking from Wandle Park to Lloyd Park through the town centre) to and through the retail core to West Croydon, connecting to the Croydon to Waterloo Quietway at Poplar Walk.

**1.1.3 What stage is your change at now?**

See **Appendix 1** for the main stages at which equality analyses needs to be started or updated.

Permitting cycling in North End is being trialed under an Experimental Traffic Order. The statutory consultation period associated with the Experiment Traffic Order has closed. The decision has to be made whether to make the trial permanent, or to revert to the situation before the trial and prohibit cycling in North End between 10.00am and 18.00pm.

**Please note that 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 by the change and how

**1.2.1 Who are your internal and external stakeholders?**

For example, groups of council staff, members, groups of service users, service providers, trade unions, community groups and the wider community.

**Internal Stakeholders**

Access Officer  
Sensory Impairment Team  
Public Health

**External Stakeholders**

All members of the wider community who use or might choose to use North End as public space, a walking route and/or a route to cycle.

**1.2.2 What will be the main outcomes or benefits from making this change for customers / residents, staff, the wider community and other stakeholders?**

The change is intended (combined with other changes in the town centre) to help and encourage more people from across the community to cycle more as part of their travel to and through the Croydon Metropolitan Centre. This in turn is intended to enable people to be more active whilst travelling and improve health outcomes. The changes are particularly aimed at helping people from groups under represented amongst cyclists, to get cycling and to cycle more. The change begins to make a meaningful and safer network of cycle routes connecting the east-west Connect2 Route to the proposed north-south Waterloo to Croydon Quietway. It also provides a north-south alternative to cycling on the Wellesley Road.

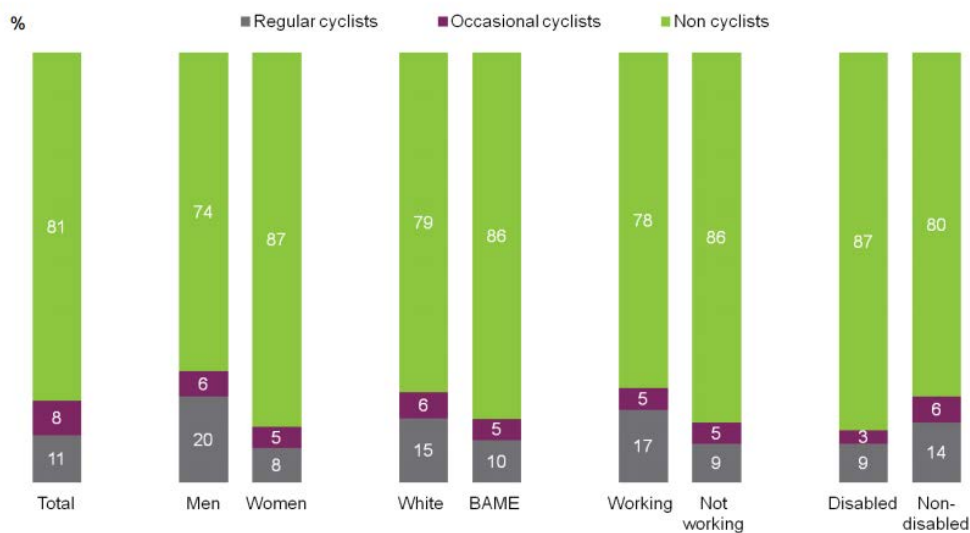
**1.2.3 Does your proposed change relate to a service area where there are known or potential equalities issues?**

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 more information on the Croydon Observatory (<http://www.croydonobservatory.org/>)

**Yes**  
 Women, children, young people and older people are underrepresented amongst cyclists in the UK. This is not the case in Germany, Denmark and the Netherlands. (Making Cycling Irresistible: Lessons from The Netherlands, Denmark and Germany JOHN PUCHER and RALPH BUEHLER, 2008 )  
<http://www.engr.scu.edu/~emaurer/bike/docs/PUCHERMakingCyclingIrresistibleJune2008.pdf>

Regular cyclists in London are more likely to be men, white, working and non-disabled

**Profile of cyclists**



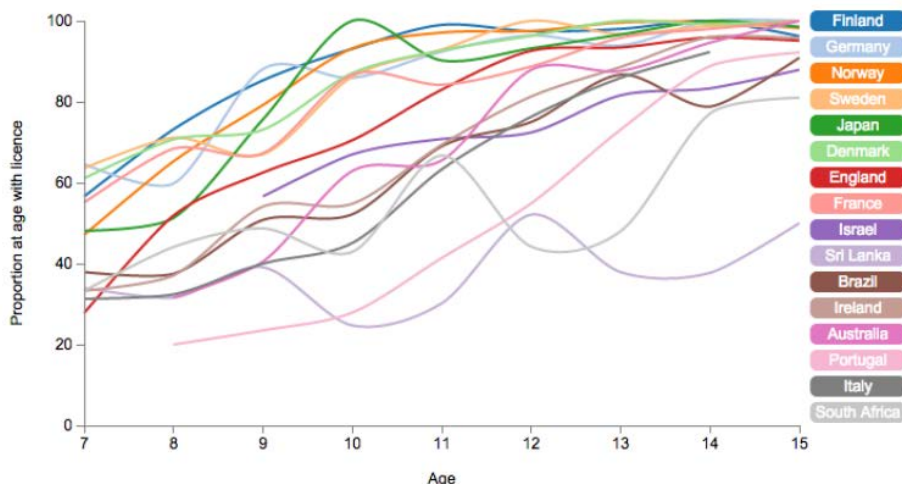
Demographic questions  
 Base: All – Regular cyclists (392), Occasional cyclists (126), Non-cyclists: (846)



<http://content.tfl.gov.uk/attitudes-to-cycling-2014-report.pdf>

Children's freedom to cycle is curtailed in the UK.

**Figure 11: Percentage of children allowed to cycle places alone (children’s responses)**



I am allowed to cycle places without grown ups

(‘Children’s Independent Mobility: an international comparison and recommendations for action’ Policy Studies Institute, 2015)

[http://www.psi.org.uk/docs/7350\\_PSI\\_Report\\_CIM\\_final.pdf](http://www.psi.org.uk/docs/7350_PSI_Report_CIM_final.pdf)

[http://www.psi.org.uk/images/uploads/CIM\\_Final\\_report\\_v9\\_3\\_FINAL.PDF](http://www.psi.org.uk/images/uploads/CIM_Final_report_v9_3_FINAL.PDF)

Disabled people are under represented amongst cyclists (discussions with Wheels for Wellbeing)

**1.2.4 Does your proposed change relate to a service area where there are already local or national equality indicators?**

You can find out from the Equality Strategy <http://intranet.croydon.net/corpdept/equalities-cohesion/equalities/docs/equalitiesstrategy12-16.pdf> ). Please answer either "Yes", "Don't know" or "No" and give a brief reason for your response

No

Sport England conducts an annual ‘Active People Survey’ (a survey that tracks the number of people taking part in sport and wider physical activity in England) which includes the numbers cycling broken down by gender, age, ethnicity and whether or not the person is disabled.

**1.2.5 Analyse and identify the likely advantage or disadvantage associated with the change that will be delivered for stakeholders (customers, residents, staff etc.) from different groups that share a “protected characteristic”**

Please see Appendix 2 (section 1) for a full description of groups.

	<b>Likely Advantage</b> 😊	<b>Likely Disadvantage</b> ☹️
Disability	<p>Contribute to more disabled people cycling</p> <p>Enabling disabled people who rely on standard or non-standard bikes for independent mobility / to extend their independent mobility and to more readily reach their destination</p>	Blind and visually impaired people are concerned for their personal safety since the trial started. This concern is impacting on their enjoyment and use of North End and hence potentially on their independent mobility (Feedback received via consultation)
Race/ Ethnicity	Contribute to enabling members of BME groups to cycle or cycle more	
Gender	Contribute to women cycling or cycling more	
Transgender	Neutral	Neutral
Age	Contribute to younger and older people cycling or cycling more.	Some older people are concerned about cyclists being able to use the pedestrianised area, concerns which could lead to their independent mobility / use of North End being reduced
Religion /Belief	Neutral	Neutral
Sexual Orientation	Neutral	Neutral
Pregnancy and Maternity	Part of creating a safer cycling environment enabling pregnant women to cycle/cycle later in pregnancy.	
Social inclusion issues		
Community Cohesion Issues	Increase in children and young people's independent mobility helping them be seen as part of the community and to feel part of the wider community.	Concerns about personal safety amongst blind/visually impaired people and older people causing them to avoid the main shopping street/area.
Delivering Social Value	Contribute to Health & Wellbeing outcomes	

<b>1.2.6</b>	<p><b>In addition to the above are there any other factors that might shape the equality and inclusion outcomes that you need to consider?</b></p> <p>For example, geographical / area based issues, strengths or weaknesses in partnership working, programme planning or policy implementation</p>
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- 1.) **Cycling potential.** The Croydon Metropolitan Centre is one of the areas identified by TfL as having the highest potential for cycling in London. This is due to the large number of short journeys at the Town Centre largely made by car which could readily be made by bike if conditions allowed.
- 2.) **Results of the consultation.** In particular response from Croydon Vision and residents of the Alms Houses

- 3.) **Design of the scheme.** Including need for alterations / mitigation and Working with Wheels for Wellbeing
- 4.) **Number of cyclists using North End.** Surveys show the numbers to be very low.
- 5.) **Information on Health.** Including prevalence of conditions related to inactivity

**1.2.7 Would your proposed change affect any protected groups more significantly than non-protected groups?**

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.....

Yes.

As part of a wider strategy to create more and safer cycle routes, it is intended to help those groups (Age, Race, Sex/Gender, Disability) under represented amongst cyclists, helping them to cycle.

Without mitigation it could potentially lead to Older and Blind/Visually Impaired people curtailing their use of North End / independent mobility due to personal safety concerns.

**1.2.8 As set out in the Equality Act, is your proposed change likely to help or hinder the Council in advancing equality of opportunity between people who belong to any protected groups and those who do?**

In practice, this means recognising that targeted work should be undertaken to address the needs of those groups that may have faced historic disadvantage. This could include a focus on addressing disproportionate experience of poor health, inadequate housing, vulnerability to crime or poor educational outcomes *etc.*

**Please answer either "Yes", "Don't know" or "No" and give a brief reason for your response.**

Yes

As part of a wider strategy to create more and safer cycle routes it is likely to help children and young people undertake more active travel helping reduce weight and obesity and reduce or avoid health related problems.

**1.2.9 As set out in the Equality Act, is the proposed change likely to help or hinder the Council in eliminating unlawful discrimination, harassment and victimisation in relation to any of the groups that share a protected characteristic?**

In practice, this means that the Council should give advance consideration to issues of potential discrimination before making any policy or funding decisions. This will require actively examining current and proposed policies and practices and taking mitigating actions to ensure that they are not discriminatory or otherwise unlawful under the Act

**Please answer either "Yes", "Don't know" or "No" and give a brief reason for your response.**

Yes.

Without mitigation / reasonable adjustments, permitting cycling in North End might result in indirect discrimination in relation to blind/visually impaired people and older people, if concerns about personal safety cause them to curtail their use of North End / Independent Mobility.

**1.2.10 As set out in the Equality Act, is your proposed change likely to help or hinder the Council in fostering good relations between people who belong to any protected groups and those who do not?**

In practice, this means taking action to increase integration, reduce levels of admitted discrimination such as bullying and harassment, hate crime, increase diversity in civic and political participation etc.

**Please answer either "Yes", "Don't know" or "No" and give a brief reason for your response**

No

### 1.3 Decision on the equality analysis

**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 groups that share a protected characteristic (compared to non-protected groups) or because you don't know whether it will (and it might).**

Decision	Guidance	Response
<b>No, further equality analysis is not required</b>	<p>Please state why not and outline the information that you used to make this decision. Statements such as 'no relevance to equality' (without any supporting information) or 'no information is available' could leave the council vulnerable to legal challenge.</p> <p><b>You must include this statement in any report used in decision making, such as a Cabinet report</b></p>	
<b>Yes, further equality analysis is required</b>	<p>Please state why and outline the information that you used to make this decision. Also indicate</p> <ul style="list-style-type: none"><li>• When you expect to start your full equality analysis</li><li>• The deadline by which it needs to be completed (for example, the date of submission to Cabinet)</li><li>• Where and when you expect to publish this analysis (for example, on the council website).</li></ul> <p><b>You must include this statement in any report used in decision making, such as a Cabinet report.</b></p>	<p>Yes</p> <p>The full equality analysis is underway.</p> <p>The analysis will be published on the Council Website with the report to the Traffic Management Advisory Committee (TMAC).</p>

Decision	Guidance	Response
		It is currently planned to report to TMAC on 26 April 2016.
<b>Officers that must approve this decision</b>	<b>Name and position</b>	<b>Date</b>
<b>Report author</b>	Ian Plowright, Head of Transport	21 March 2016
<b>Director</b>	Heather Cheesbrough, Director of Planning and Strategic Transport.	22 March 2016

#### 1.4 Feedback on Equality Analysis (Stage 1)

**Please seek feedback from the corporate equality and inclusion team and your departmental lead for equality (the Strategy and Planning Manager / Officer)**

Agreed full analysis is required. Provided verbal feedback which has been included. In particular to put proposal in a wider context, i.e. benefits provided and contribution to overall cycling strategy / more general dual use of pedestrian areas and provide further information on results of public consultation and actual use of the route before and during trial as well as evidence from results of similar schemes.

<b>Name of Officer</b>	David Claydon	
<b>Date received by Officer</b>	23 March 2016	Please send an acknowledgement
<b>Should a full equality analysis be carried out?</b>	Yes	Note the reasons for your decision



## Stage 2 Use of evidence and consultation to identify and analyse the impact of the change

Use of data, research and consultation to identify and analyse the probable Impact of the proposed change

This stage focuses on the use of existing data, research, consultation, satisfaction surveys and monitoring data to predict the likely impact of proposed change on customers from diverse communities or groups that may share a protected characteristic.

**Please see Appendix 2 (section 2) for further information.**

**2.1 Please list the documents that you have considered as a part of the equality analysis review to enable a reasonable assessment of the impact to be made and summarise the key findings.**

This section should include consultation data and desk top research (both local and national quantitative and qualitative data) and a summary of the key findings.

### **TRL Report 'Cycling in Pedestrian Areas' 1993**

[http://www.trl.co.uk/online\\_store/reports\\_publications/trl\\_reports/cat\\_traffic\\_engineering/report\\_cycling\\_in\\_pedestrian\\_areas.htm](http://www.trl.co.uk/online_store/reports_publications/trl_reports/cat_traffic_engineering/report_cycling_in_pedestrian_areas.htm)

- Observation revealed no real factors to justify excluding cyclists from pedestrianised areas
- Pedestrians respond to the presence of motor vehicles (where permitted) by altering their behaviour, whereas the presence of cyclists has no appreciable effect.
- In 66 hours of total footage, no collision between a cyclist and a pedestrian was observed.
- Pedestrian Areas have good safety records. No accident involving an adult pedestrian and a cyclist was recorded at any of the 21 sites in the previous fifteen years. There had been only one accident involving a child pedestrian and a cyclist in that fifteen year period, a young child running out of a shop into the path of a cyclist resulting in slight injuries to the child.
- It was also notable that parents of young children were, with the exception of streets shared with buses, prepared to let their children wander at some distance, indicating that the presence of cyclists (as compared to motor vehicles) gave little cause for concern.
- The films show the extent to which cyclists adapt their speed to suit pedestrian density, dismounting if necessary, or taking a variety of other actions to avoid conflict with pedestrians.

### **One week's observation of CCTV footage recorded by the security cameras in North End in October 2015**

Cyclist behaviour was very good. It became clear that cyclists modified their manner of riding depending on the density of pedestrians.

Light pedestrian traffic - cyclists rode at a reasonable speed and always kept a sensible distance from pedestrians.

Moderate - Cyclists rode at walking pace behind pedestrians, waiting patiently until there was a place to overtake.

Heavy - Cyclists got off and pushed their bikes.

### **'North End Cyclists Pilot, LB Croydon: Pedestrian and cyclist movement study', Space Syntax, 2016**

- Pedestrian and cyclists have different movement patterns through the day and different peak periods. This reduces the overlap of the two transport modes and therefore any potential for conflict.
- The majority of cyclist movement occurs during the weekday morning and evening commute, although this is relatively low with under 50 cyclists per hour during the morning peak.
- No conflicts between pedestrians and cyclists were observed. The two user groups were able to share the same space. Cyclists were aware of other users and were able to avoid conflict by slowing down or adjusting their direction.
- Street furniture, shop signs and parked service vehicles become obstacles for cyclists and pedestrians reducing the effective width of the street. However, despite the reduction of width, there was no conflict observed between pedestrians and cyclists.

Two spaces in central London were also studied:

- **Victory Arch Square, Waterloo station** A key intersection at the centre of the square accommodates 2,290 pedestrians and 350 cyclists during the morning peak period (08:00 to 09:00) without any apparent conflict. Cyclists appear to be aware of other users and adjust their speed and route to avoid conflict.
- **Queen Street** Similar to previous studies, the survey showed that high volumes of pedestrians and cyclists can coexist'. Cyclists are aware of others and are able to avoid conflict. These cases show that a well-designed public space that prioritises pedestrians over vehicular traffic, can successfully accommodate pedestrian and cycling activity.

### **Five year Road Casualty data for the Croydon Metropolitan Centre**

- No casualties recorded in North End. Fifteen cyclists' casualties recorded on the routes around North End.
- None of the casualties recorded in Surrey Street (location of the market) resulted from incidences involving cyclists.

### **'Croydon joint strategic needs assessment 2010/11:Diabetes'**

- Diabetes is a significant health issue in Croydon. The estimated prevalence of diabetes in Croydon is 5% for 2009.'
- Obesity is a risk factor for type 2 diabetes. A healthy diet and adequate physical activity help to prevent obesity and therefore reduce the risk of developing type 2 diabetes.
- Damage to the blood vessels in the body caused by high blood glucose levels can result in a range of complications including eye and foot problems, cardiovascular disease, kidney disease, nerve damage and sexual dysfunction. Damage to the blood vessels supplying the retina, known as retinopathy, is the major cause of adult blindness in the UK.

## **'Claiming the Health Dividend: A summary and discussion of value for money estimates from studies of investment in walking and cycling', DfT 2014**

Potential health benefits arising from transport investment are now an integral part of the transport assessment and decision making process. Walking and cycling are the principal means by which we can build physical activity into our lifestyles and so stay healthy, become more healthy and/or reduce our risk of developing 20 conditions and diseases; including coronary heart disease, stroke, type 2 diabetes, cancer, obesity and mental health problems. These health impacts are not only a drain on the NHS but on the economy not least through absenteeism. A healthier population makes for a more robust and prosperous economy. Improving health through cycling and walking benefits society at large.

The report compiles the latest available cost benefit evidence from the UK and abroad from studies that have calculated health benefits alongside other benefits such as savings in travel time, congestion and accidents. The results are compelling. The typical benefit cost ratios are considerably greater than the threshold of 4:1 which is considered by the Department for Transport as 'very high' value for money. This supports the conclusion previously drawn that small-scale transport schemes can really deliver high value for money.

## **'Improving the health of Londoners: Transport action plan'. TfL, 2014**

The biggest role of transport in health in London is a positive one; it is the main way that people stay active. This is vital as everyone needs to be physically active every day to prevent a wide range of illnesses including heart disease, stroke, depression, type 2 diabetes and some cancers. These are some of the biggest health challenges in London so transport is central to health in this city.

Health condition	Reduced risk from being physically active <sup>1</sup>
Coronary heart disease and stroke	20–35%
Type 2 diabetes	35–50%
Colon cancer	30–50%
Breast cancer	20%
Hip fracture	36–68%
Depression	20–30%
Death	20–35%
Alzheimer's disease	40–45%

## **'Attitudes to Cycling' TfL 2014**

<http://content.tfl.gov.uk/attitudes-to-cycling-2014-report.pdf>

- 19% of Londoners cycle, with nearly three quarters of these (72%) cycling at least once a week
- 70% of disabled people can ride a bike
- 9% of regular cyclists (cycling at least once a week or more) and 3% of occasional cyclists in London are disabled
- Concerns about safety remain the key barrier to increased cycling – particularly in

Central London and on busy roads.’

- ‘in some areas perceptions of safety have worsened this year:
  - 94% feel cyclists are vulnerable to other road users (90% in 2013) •
  - 92% believe traffic makes people afraid of cycling on the streets of London (85% in 2013)’
- Regular cyclists in London are more likely to be men, white, working and non-disabled

### **Discussion with Croydon Police, February 2016**

The Croydon Police Safer Transport Team checked the CAD (Computer Aided Dispatch) message system for the last six months. No calls to police relating to cycling incidents in North End were identified during this period. The Fairfield Safer Neighbourhood Team was spoken to about ASB (Antisocial Behaviour) involving people using cycles. There have been no historic ASB issues involving cyclists in North End. Thus this is not one of the team’s priorities.

### **Meeting with Wheels for Wellbeing**

Wheels for Wellbeing exists to enhance disabled people’s lives by ensuring that anyone can access the physical, emotional, practical and social benefits of cycling. It campaigns for disabled cyclists who use cycles as mobility aids to be allowed to cycle in pedestrianised areas.

- Suggests that the concerns of pedestrians with sight loss and/or frailty should be taken very seriously
- Does not support Shared Space schemes in most situations but agrees it is appropriate in the particular case of North End, so long as mitigating measures are implemented and monitored.
- Suggests Croydon Council and Wheels for Wellbeing work with Croydon Vision in North End to engage with cyclists to convey the needs and concerns of people with sight loss.

### **Meeting with Croydon Vision**

Croydon Vision provides information, advice and advocacy and a wide range of services to help those who are blind or partially sighted to live as independent, confident and fulfilled lives as possible.

- Conveyed that concerns about risk and person safety arising from cyclist in North End leading to people with sight loss avoiding North End.
- A series of mitigation measures (summarised further below) were discussed.
- Those mitigation measures are in the process of being put to Croydon Vision members by Croydon Vision.

### **Croydon Vision response to mitigation proposals if cycling were to continue to be permitted in North End**

- Croydon Vision believes that the evidence concerning accidents between cyclists and pedestrians may underrepresent the experiences of people with sight problems because as soon as they realise that an area is shared use, they no longer use it. Furthermore when accidents do take place they are seldom reported as unless someone sighted is present it is very difficult for a Blind or Sight Impaired person to be able to take details from the cyclists, let alone find a police officer to complain to.
- Summarises experiences in North Tyneside re’ cycling on footway and a shared use sea-

front path where two blind people have experienced a number of 'near misses'  
<http://www.rnib.org.uk/north-tyneside-campaigners-speak-out-about-dangers-cycling-pavements>

- Provides other evidence of the experience of people with sight loss by relaying the experiences of blind and partially sighted people reported from across the country arising from cycling on the footway, cycling at zebra crossings, etc.
- Strongly urges the Council to end the Experimental Order and implement a route for cyclists bypassing North End altogether. Croydon Vision believes this is the only way that concerns of Blind and Sight Impaired people can be met, whilst still meeting the Council's legitimate desires to increase cycling and improve the health of residents in Croydon.

### **Meetings of the Croydon Mobility Forum**

The Mobility Forum is a consultative body which engages with transport providers, the Council and others to aid the creation of a more accessible environment and transport system.

Discussion at the Forum has highlighted and reinforced the Concerns of Croydon Vision and its members and the concerns of some older people regarding extending the hours during which cycling is permitted in North End.

### **Responses to the consultation conducted as part of the Experimental Order / trial permitting cycling in North End**

The responses included:

- some from residents of the Alms Houses in North End raising their concerns including perceived risks to older people arising from cyclists in North End; and
- one from Croydon Vision expressing concern over the effects the trial is having on people with sight loss.

### **'Making Cycling Irresistible: Lessons from The Netherlands, Denmark and Germany John Pucher and Ralph Buehler', 2008**

Women, children, young people and older people are underrepresented amongst cyclist in the UK. This is not the case in Germany, Denmark and the Netherlands.

### **Analysis of Cycling Potential, TfL, 2010.**

There is a ....'hotspot' with a high density of potentially cyclable trips around Croydon Town Centre. This area covers a further 22 sq km. It contains 119,000 potentially cyclable trips a day. 70% of potentially cyclable trips were made by car in Croydon compared to 56% in inner south London, with the remainder largely made by bus.

For all groups, including frequent cyclists, safety was the most significant barrier to cycling in general and for specific trips. This suggests that, in order to realise the remaining potential from existing frequent cyclists, practical measures to increase safety and improve the provision of facilities will be the most effective.

**Barriers and tipping points to cycling among low income target groups, TfL, 2011**

<http://content.tfl.gov.uk/barriers-to-cycling-hard-pressed-report.pdf>

- Strong social stigma around cycling amongst BMEs
- Strong 'white middle class' image of cyclists/cycling is particularly alienating for hard pressed BME audience
- For BMEs to take up cycling would give a very negative social impression and generate embarrassment
  - 'Not good for my image' (physical appearance/or street cred)
  - 'Shows I'm broke' – especially for younger people

**'Accidents by Design: The Holmes Report on "shared space" in the United Kingdom' Lord Holmes of Richmond MBE, 2015**

<http://chrisholmes.co.uk/wp-content/uploads/2015/07/Holmes-Report-on-Shared-Space-.pdf>

Recounts people's experiences of 'shared space' (pedestrians, cyclists and motor vehicles sharing the same space). The report focuses on people sharing space with motor vehicles. The section on 'Cyclists' deals mostly with experiences of cyclists sharing with motor vehicles. It includes the experience of one cyclist finding difficulty proceeding along a street with high pedestrian density.

**2.2 Please complete the table below to describe what the analysis, consultation, data collection and research that you have conducted indicates about the probable impact on customers or staff from various groups that share a protected characteristic.**

Group's with a "Protected characteristic" and broader community issues	Description of potential advantageous impact	Description of potential disadvantageous impact	Evidence Source
Disability	As part of a wider strategy to make the Croydon Metropolitan Centre and the Borough more cycleable, allowing cycling in North End after 10.00am is expected to enable more disabled people to cycle and to enable more to use cycling to extend their independent mobility	Concerns about risk and personal safety arising from the small number of cyclists in North End leading to people with sight loss curtailing their use of North End and their independent mobility	'Attitudes to Cycling' TfL 2014 Discussion with Wheels for Wellbeing Discussions with Croydon Vision. Consultation response /

Group's with a "Protected characteristic" and broader community issues	Description of potential advantageous impact	Description of potential disadvantageous impact	Evidence Source
			objection from Croydon Vision  Discussions at the Croydon Mobility Forum
Sex (Gender)	Road danger/ road safety concerns are the major barriers to cycling for all groups. Allowing cycling through North End after 10.00am (as part of a network of wider cycle routes / wider strategy) is expected to encourage and enable more women (women currently underrepresented amongst cyclists in the UK) to cycle / cycle more.		'Attitudes to Cycling' TfL 2014  'Making Cycling Irresistible: Lessons from The Netherlands, Denmark and Germany' John Pucher and Ralph Buehler, 2008
Age	<p>Allowing cycling in North End after 10.00am (as part of a wider strategy to make the Croydon Metropolitan Centre and the Borough more cycleable) is expected to enable more children, young people and older people to cycle and to enable more to use cycling to extend their independent mobility.</p> <p>By enabling people to be active and to exercise as part of their day to day travel routine is expected to help reduce the risk of a developing certain diseases / conditions associated with later years including:</p> <ul style="list-style-type: none"> <li>• Coronary heart disease and stroke</li> <li>• Hip fracture</li> <li>• Alzheimer's disease</li> </ul>	Concerns about personal risk / danger from cycling in North End may be affecting some older people's use/enjoyment of North End and hence independent mobility	'Making Cycling Irresistible: Lessons from The Netherlands, Denmark and Germany' John Pucher and Ralph Buehler, 2008 'Improving the health of Londoners: Transport action plan'. TfL, 2014  Consultation response / objection from some residents of the Alms Houses  Discussions at the Croydon Mobility Forum
Pregnancy / Maternity	As part of creating a safer cycling environment, allowing cycling after 10.00am in North End may enable pregnant women to cycle/cycle later in pregnancy.		'Attitudes to Cycling' TfL 2014
Social Value	As part of creating a safer cycling environment, allowing cycling in North End after 10.00am is also a part of allowing people to be more		'Croydon joint strategic needs assessment 2010/11:Diabetes'

Group's with a "Protected characteristic" and broader community issues	Description of potential advantageous impact	Description of potential disadvantageous impact	Evidence Source
	<p>active during their day-to-day travel routine. Helping people be more active is key to contributing to Health &amp; Wellbeing outcomes and reducing the rate of conditions including:</p> <ul style="list-style-type: none"> <li>• Coronary heart disease and stroke</li> <li>• Type 2 diabetes</li> <li>• Colon cancer</li> <li>• Hip fracture</li> <li>• Depression</li> <li>• Alzheimer's disease</li> </ul>		<p>'Claiming the Health Dividend: A summary and discussion of value for money estimates from studies of investment in walking and cycling', DfT 2014</p> <p>'Improving the health of Londoners: Transport action plan'. TfL, 2014</p>

**2.3** Are there any gaps in information or evidence missing in the consultation, data collection or research that you currently have on the impact of the proposed change on different groups or communities that share a protected characteristic? If so, how will you address this?

Please read the corporate public consultation guidelines before you begin:  
<http://intranet.croydon.net/finance/customerservices/customerserviceprogramme/stepbystepguide.asp>.

**No gaps**

**2.4** If you really cannot gather any useful information in time, then note its absence as a potential disadvantageous impact and describe the action you will take to gather it.

Please complete the table below to set out how will you gather the missing evidence and make an informed decision. Insert new rows as required.

Group's with a "Protected characteristic" and broader community issues	Missing information and description of potential disadvantageous impact	Proposed action to gather information




### Stage 3 Improvement plan

Actions to address any potential disadvantageous impact related to the proposed change

This stage focuses on describing in more detail the likely disadvantageous impact of the proposed change for specific groups that may share a protected characteristic and how you intend to address the probable risks that you have identified stages 1 and 2.

**3.1 Please use the section below to define the steps you will take to minimise or mitigate any likely adverse impact of the proposed change on specific groups that may share a protected characteristic.**

Equality Group (Protected Characteristic)	Potential disadvantage or negative impact e	Action required to address issue or minimise adverse impact	Action Owner	Date for completing action
Age(Older People)  Disability(People with Sight Loss)	Concerns about personal safety arising from cyclist in North End	<b>Creating an Alternative Route for Cyclists</b>  We are in the process of creating and signing an alternative two-way route for cyclists from the High Street to West Croydon via Crown Hill and Frith Road. This is not as direct as North End. When there are few pedestrians in North End (eg before 10.00am) it is anticipated that cyclists will continue to go straight along North End. Later in the day, when pedestrian numbers are higher (and cyclists' numbers are very low) we anticipate a proportion of cyclists choosing to use the longer but faster Frith Road Route.	Jess Bolsin	August 2016
Age(Older People)	Concerns about personal safety arising from cyclist	<b>Creating Clear 'Comfort Space'</b>	Ian Plowright,	August 2016

Disability(People with Sight Loss)	in North End	<p>North End does not meet the government's definition of 'shared space' (which involves pedestrians and motor vehicles sharing the same space) between 10.00am and 6.00pm. However, DfT guidance on 'shared space' is still useful. It suggests designers of shared space consider creating / providing 'comfort space'. This is a strip of street space running of the length of each side of the street, set behind street furniture etc. and in front of the buildings. The street furniture helps indicate to vehicles that they should keep to the centre of the street and away from the 'comfort space'. North End was largely designed along similar lines. Drainage channels along either side of North End further help informally define this 'comfort space' We would look to find and install replacement drainage channel covers with greater colour contrast and which are more 'tactile' than the current covers.</p> <p>The research undertaken for the DfT and the Space Syntax study in North End both indicate that cyclists largely keep to the central part of pedestrianised streets.</p> <p>'A' boards (and the problems these cause for people with sight loss) were discussed with Croydon Vision. These should be removed from the 'comfort space' and the rest of North End.</p>	John Osborne	
Age(Older People)  Disability(People	Concerns about personal safety arising from cyclist in North End	<p><b>Information Signs</b></p> <p>Erect signs in North End indicating a 10mph limit along</p>	Ian Plowright,  John	June 2016

with Sight Loss)		with the wording 'Cycle with Care' 'Pedestrians have Priority' 'Cyclists Please Keep Towards the Centre of the Street'.	Osborne	
Age(Older People)  Disability(People with Sight Loss)	Concerns about personal safety arising from cyclist in North End	<p><b>Raising Awareness amongst Cyclists of the Needs and Concerns of People with Sight Loss and Older People</b></p> <p>With Wheels for Wellbeing (and Croydon Vision and residents of the Alms houses if agreeable) hold a series of events in North End to engage with Cyclists to:</p> <ul style="list-style-type: none"> <li>• explain to cyclists the needs and concerns of people with sensory impairment;</li> <li>• explain the role of the 'comfort space' and the need to avoid cycling within it;</li> <li>• advise cyclists not to assume that a pedestrian is sighted or can hear them approaching, and of the need to give each pedestrian a 'wide berth'.</li> <li>• highlight the alternative Frith Road route, and ask cyclists to consider using it or dismounting, particularly when North End is busy.</li> </ul> <p>Also, include a disability awareness component within the cycle training the Council provides to Croydon adults and children.</p>	Ian Plowright,  John Osborne  Peter Salter	June 2016 First of the series of events and inclusion of disability awareness component within cycle training)
Age(Older People)  Disability(People with Sight Loss)  Social Value	Concerns about personal safety arising from cyclist in North End  Contribute to Health &	<p><b>Monitoring</b></p> <p>Continue to engage with the Police to monitor any incidents reported arising from cyclist in North End</p> <p>Monitor number of cyclists using North End, Frith Road</p>	Ian Plowright,	August 2016 (1 <sup>st</sup> round on cyclist counts)

	Wellbeing outcomes	and the Wellesley Road		
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<b>3.2</b>	<b>How will you ensure that the above actions are integrated into relevant annual department or team service plans and the improvements are monitored?</b>
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Actions to be incorporated into the Strategic Transport Service Plan 2016/17

<b>3.3</b>	<b>How will you share information on the findings of the equality analysis with customers, staff and other stakeholders?</b>
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The findings of the equality analysis will be summarised within the report to the Traffic Management Advisory Committee. The Equality Analysis will be published along with the report.

The findings will also be fed back directly to Croydon Vision and the Mobility Forum.

**Section 4 Decision on the proposed change**

<b>4.1</b>	<b>Based on the information in sections 1-3 of the equality analysis, what decision are you going to take?</b>
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<b>Decision</b>	<b>Definition</b>	<b>Yes / No</b>
<b>We will not make any major amendments to the proposed change because it already includes all appropriate actions.</b>	Our assessment shows that there is no potential for discrimination, harassment or victimisation and that our proposed change already includes all appropriate actions to advance equality and foster good relations between groups.	No
<b>We will adjust the proposed change.</b>	We have identified opportunities to lessen the impact of discrimination, harassment or victimisation and better advance equality and foster good relations between groups through the	Yes

	proposed change. We are going to take action to make sure these opportunities are realised.	
<b>We will continue with the proposed change as planned because it will be within the law.</b>	<p>We have identified opportunities to lessen the impact of discrimination, harassment or victimisation and better advance equality and foster good relations between groups through the proposed change.</p> <p>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.</p>	No
<b>We will stop the proposed change.</b>	The proposed change 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

<b>4.2</b>	<b>Does this equality analysis have to be considered at a scheduled meeting?</b> If so, please give the name and date of the meeting.
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Traffic Management Advisory Committee 26 April 2016

<b>4.3</b>	<b>When and where will this equality analysis be published?</b>  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 delivering the change. This will often mean publishing your equality analysis before the change is finalised, thereby enabling people to engage with you on your findings.
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The Equality Analysis will be published along with the report to the Traffic Management Advisory Committee.

<b>4.4</b>	<b>When will you update this equality analysis?</b>  Please state at what stage of your proposed change 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
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The equality analysis will be updated once a response to the proposed mitigation has been received from Croydon Vision, and in September after all of the mitigation is in place.

<b>4.5</b>	<b>Please seek formal sign of the decision from Director for this equality analysis?</b> This confirms that the information in sections 1-4 of the equality analysis is accurate, Comprehensive and up-o-date.
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Officers that must approve this decision	Name and position	Date
Head of Service / Lead on equality analysis	Ian Plowright, Head of Transport	14 April 2016
Director	Heather Cheesbrough, Director of Planning and Strategic Transport	14 April 2016

Email this completed form to [equalityandinclusion@croydon.gov.uk](mailto:equalityandinclusion@croydon.gov.uk), together with an email trail showing that the director is satisfied with it.