

# APPENDIX A:

## Equalities Impact Assessment (EQIA)

Haringey Council

Equalities Impact Assessment (EQIA)

Local Implementation Plan

August 2010

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## 1.0 Introduction

The London Borough of Haringey is in the process of producing its second Local Implementation Plan (LIP) for the period 2011 to 2014. The LIP is a statutory document, prepared under section 145 of the GLA Act 1999; explaining how a London Borough will deliver the goals of the Mayor's Transport Strategy (MTS) that apply to them. The MTS sets out six goals, which are:

- Supporting economic development and population growth
- Enhancing the quality of life for all Londoners
- Improving the safety and security of all Londoners
- Improving transport opportunities for all Londoners
- Reducing transport's contribution to climate change and improving its resilience
- Supporting delivery of the London 2012 Olympic and Paralympic Games and its legacy

Within the LIP document, 11 objectives for the future of transport in Haringey have been set out:

- Reduce Haringey's deprivation and health inequalities by improving access for all to essential services, including health, education, employment, social and leisure facilities across the borough
- Ensure Haringey's transport network can accommodate increases in travel demand by tackling congestion, increasing sustainable transport capacity, encouraging modal shift and reducing the need to travel.
- Facilitate an increase in walking and cycling to improve the health and wellbeing of Haringey's residents
- Reduce the number of people killed and seriously injured on Haringey's transport network and reduce the number of casualties among vulnerable road users
- Increase transport access and connectivity to and from Haringey's key employment and regeneration areas, including Wood Green town centre, and the growth areas of Haringey Heartlands and Tottenham Hale
- Improve air quality within the borough through initiatives to reduce and mitigate the effects of pollutant emissions from road and diesel operated rail transport
- Reduce Haringey's CO<sub>2</sub> emissions from transport through smarter travel measures to reduce car use and encourage the use of low carbon transport alternatives, to ensure the transport sector makes the necessary contribution to achieving a 40% carbon reduction by 2020 and a 60% reduction by 2025.
- Reduce crime, the fear of crime and anti-social behaviour on all modes of transport and in the public realm in Haringey.

- Improve the condition and legibility of principal roads, cycle paths and footways within the borough, having regard to the public realm, and increase satisfaction with the condition of the network.
- Ensure that transport protects and enhances Haringey's natural and historic environment including biodiversity, geodiversity, landscape, townscape, cultural heritage, water resources and land.
- Minimise the effects of unpredictable events arising from climate change on the transport network

## 1.1 Purpose of an EQIA

The purpose of this EQIA is to carry out a thorough and systematic analysis of the LIP and any equality implications that it may have. This proactive approach meets the aspirations of the Council's Equalities Agenda and its statutory obligations under the Race Relations Amendment Act (2000), Disability Discrimination Act (2005) and Equality Act (2006); which can be summarised as:

- Eliminating unlawful discrimination in the provision of goods, facilities or services
- Promoting equality of opportunity
- Promoting good relations between different groups

## 1.2 Extent of the EQIA

This report analyses the demographic profile of the borough and where available any monitoring or consultation data that has been collected by Haringey Borough Council. With the aim of highlighting any groups that are under or over represented; allowing measures to be put in place to ensure equal opportunities are maintained.

There are six equalities strands that will be considered by this assessment, these are:

- Age
- Disability
- Gender
- Race
- Religion, belief or unbelief
- Sexual orientation

These groups have been chosen as they have historically faced discrimination, are vulnerable or may be at risk of social and/or economic exclusion within society.

Conducting an EQIA is a multi stage process. Firstly a desk survey was undertaken; this was to build a demographic profile of the borough. Secondly issues and opportunities facing transport within Haringey were identified. Finally recommendations were made to minimise the negative effects that the LIP may have on any disadvantaged groups and to ensure that disadvantaged groups are not further disadvantaged.

## 2.0 Demographic Context

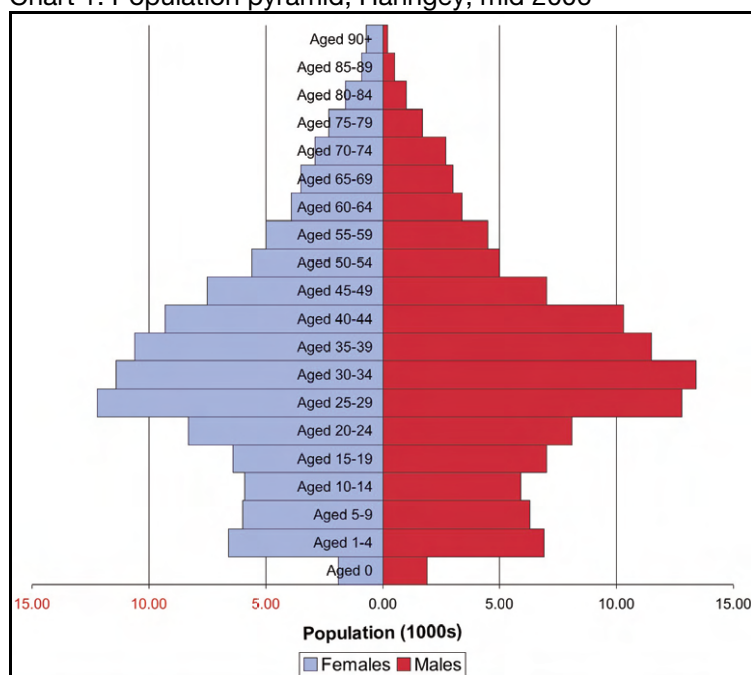
In order to understand the potential equalities impact that Haringey Borough Council's Local implementation Plan will have on the borough, it is necessary to identify its current demographic composition. The present estimated population is 228,800; within an area of approximately 30 square kilometres. This gives a population density of 7,600 people per square Kilometre. Haringey's population has grown by 8.4% since 1991 and is projected to reach in excess of 260,000 by 2026, representing a growth rate of 15%. Approximately 30% of Haringey's population live within the Central and Eastern areas of the borough, which are classified as being within the most 10% deprived areas of the United Kingdom.

Haringey is the 18<sup>th</sup> most deprived borough in the county, and the 5<sup>th</sup> most deprived London Borough.

### 2.1 Age

Haringey has an age profile (Chart 1) that is consistent with the whole of London; with 31.6% residents being under the age of 25, slightly above the London wide average of 30.4%. In excess of half the population is under the age of 35, with those aged 25-29 (11.1%) and 30-34 (11%) representing the largest proportion. The borough deviates from the London wide profile for those over the age of 65, who make up just 9.4% of Haringey's population. By 2025 the number of residents over the age of 65 is projected to increase by 20.6%, which equates to 4,300 people. Amongst other age groups, the 10-39 category is predicted to decline by 6.3% and the number of people aged 40-65 will increase by 22%. There is some difference as to where the younger and older members of society live within the borough; those of retirement age tend to congregate to the west of the borough, particularly in the areas of Highgate, Muswell Hill and Fortis Green. Younger residents are more likely to live in the East of the borough.

Chart 1: Population pyramid, Haringey, mid 2006



Source: MYE 2006, ONS.

## 2.2 Disability

The Disability Discrimination Act (DDA) defines a disabled person as:

“Someone who has a physical or mental impairment that has a substantial and long-term adverse effect on his or her ability to carry out normal day-to-day activities.”

According to the 2001 census, 15.51% of Haringey’s residents are classed as having a limiting long-term illness. This figure is consistent with the London average (15.49%) and slightly lower than England as a whole (17.93%). When considering those of working age; 12.81% of Haringey residents have a limiting long-term illness, slightly higher than the London average of 11.87%. Although this is lower than the average for London which is 13.29%. The east of the borough has a greater proportion of people receiving community based assistance to support them with disabilities or sensory impairment. Particularly within the areas of; Noel Park, Bounds Green, Bruce Grove and Northumberland Park. Over 500 children and young people in Haringey have a disability.

## 2.3 Gender

According to the office of national statistics, the ratio of males and females in the borough is approximately 50:50 (Table 1).

Table 1: Distribution of males and females in the borough

Gender	Number of people	Percentage
Male	112,800	50.2
Female	112,000	49.8

## 2.4 Race

Haringey is a diverse borough; the 2001 census reported that 34.4% of residents belonged to a Black or Ethnic Minority group. The bulk of residents in Haringey can be identified as white, making up 65.6%. The largest ethnic groups were White British (47.6%), White other (14.1%), Caribbean (8.3%) and African (9.1%). Haringey scores has a Simpson’s index score of 3.95, significantly above the London average of 2.66, making it the fifth most diverse borough in London. Between the period 2001 to 2005 the Pakistani community saw the largest population growth, which was 38.1%. Four other groups also saw an increase, these were; Chinese (+36%), Other Ethnicity (+13.6%), and White and Asian (+12.5%). On the other hand, four groups experienced a decline, these were; White Irish (-14.9%), White other (-11.3%), Caribbean (-9.7%) and Black Other (-3.3%).

The Greater London Authority has projected that there will be some large increases within the population of some ethnic groups. In particular, these include; Chinese (+103.5%), Bangladeshi (59.8%) and Pakistani (44%). The only group predicated to decline is Black Caribbean, who will see a decrease in population of five percent.

There is a clear difference in the areas of the borough that different ethnic groups reside in. White groups tend to congregate in the east of the borough; particularly in Foris Green, Muswell Hill and Crouch End. Residents of Black ethnic origin are more likely to be found in the west of Haringey; mainly in Northumberland Park, Bruce Grove, and Tottenham Green.

Traditionally Haringey has attracted large numbers of Asylum seekers, although in recent years this has declined. The number of asylum seekers residing in the borough peaked in 2002 at 6,032. Between the period 2001 to 2006 the number in Haringey fell from 5,823 to 649. The borough's share of all London asylum seekers also varied over this period, peaking at 11.4% in 2002. By 2006 this proportion fell to 6.1%.

## **2.5 Religion, belief or non-belief**

The most recent figures relating to religion are drawn from the 2001 census; it concluded that 50.1% of residents identified themselves as Christian. This is lower than the London average of 58.2% and significantly below the England and Wales average of 71.7%. The second most popular category was no belief, accounting for 20% of the borough, higher than both the London (15.8%) and, England and Wales average (14.8%). Muslim is the third largest religious group in Haringey, making up 11.8% of respondents, greater than London (8.5%) and, England and Wales (3%). The remainder of the community is made up of; Jewish (2.6%), Hindu (2.1%), Buddhist (1.1), Sikh (0.3%) and other (0.5%). Haringey is the 12<sup>th</sup> most religiously diverse borough in England and Wales, and the 11<sup>th</sup> most diverse of the 33 London boroughs. Different religious groups are relatively well distributed throughout Haringey's wards. The highest concentration of Christians is in White Hart Lane (56.88%); the greatest concentration of no belief is in Stroud Green (32.67%). Tottenham Hale has the largest Muslim community with 16.74% of residents identifying it as their religion. Seven Sisters has the largest number of Jewish residents, and Bounds Green the largest share of Hindus.

## **2.6 Sexual Orientation**

Currently the Office of National Statistics does not collect data on sexuality or sexual orientation. The GLA estimates that 5-10% of London is Lesbian, Gay or Bisexual; but does not provide an estimate for individual boroughs. As a result it is not possible to provide an accurate profile of sexual orientation in Haringey.

## **3.0 Consideration of available equalities groups monitoring data**

### **3.1 Mode**

JMP compiled a report on behalf of the London Borough of Haringey. They concluded that three and a half times more men than women cycle in the borough. Similar numbers of white, black and mixed ethnic groups cycle regularly, whilst Asians cycle less. Those of black and Asian ethnicity are more likely to never cycle compared to all other ethnic groups. In respect to age, those aged 5-19 years cycle most frequently. Then bicycle use declines between the ages of 20 and 39, a small increase was discovered for those aged 40 to 49. Once residents reach the age of 60, their frequency of cycle use rapidly drops. Therefore, target groups for increased uptake in cycling are; older people, women and members of black and ethnic minority groups.

A Scrutiny Review of Sustainable Transport in Haringey was carried out in 2009. A major concern was the provision of door-to-door travel for the elderly and disabled. This was based on concerns that the current services are unreliable. Present door-to-door services include; dial a ride, taxicard community transport and hospital transport. Other issues raised included; footway condition and lighting, this was particularly a worry of the

elderly. These groups also raised concerns over accessibility to rail, tube and bus services. It was recommended that improvements be made to bus time tables in order to improve safety.

As part of its commitment to reduce private car ownership in Haringey, the council has introduced a car club scheme, which is operated by Streetcar, a subsidiary of Zipcar UK Ltd. Streetcar aims to make their service as inclusive as possible; any disabled driver that registers for the service receives two complementary memberships for their partner or carers. All Streetcar locations are placed in areas that provide excellent disabled access. In addition five percent of their fleet has automatic transmission, with two automatic vehicles based in Haringey. Furthermore, Streetcar has taken steps to provide specialist equipment for disabled drivers; their contractors Lynx Controls can fit temporary hand controls to a vehicle with 24 hours notice.

### 3.2 Casualties

Despite there being an almost 50/50 split of males and females in the borough, men are over represented in the STATS 19 accident data. In general males make up a higher proportion of fatal accidents than females (chart 2); although in 2007 and 2009 they were equal with two and three fatalities respectively. Although due to the small sample size caution should be exercised in making generalisations. In all years 2005 to 2009 a greater number of males were classed as serious casualties (table 2). In many years approximately 50% more men were seriously injured than women, in 2009 this gap narrowed with 51 serious male casualties and 41 female. Once again, when considering slight casualties men are significantly over represented compared with women.

Chart: 2 All casualties in Haringey compared to gender

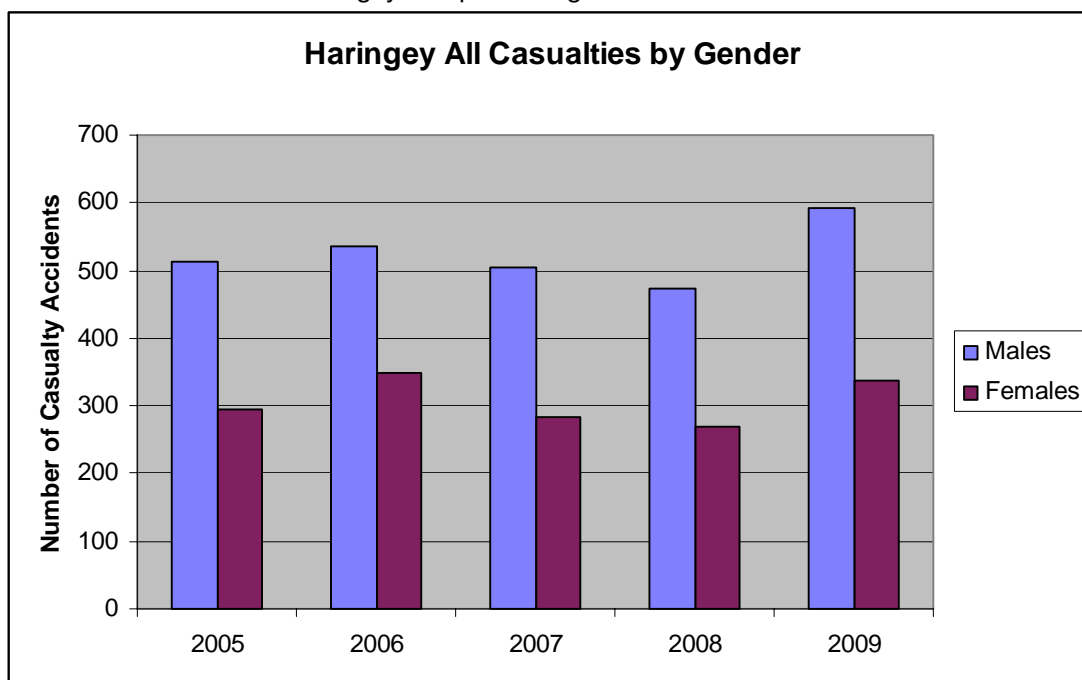


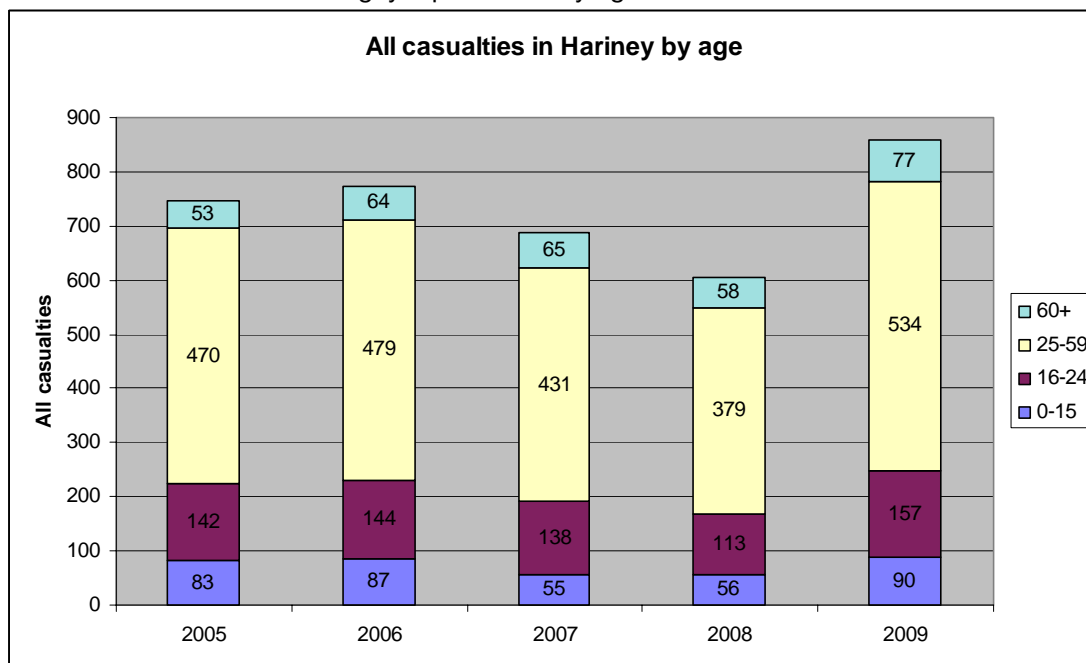


Table 2: All casualty accidents in Haringey 2005 – 2007 by gender and severity

Severity	Male			Female		
	Fatal	Serious	Slight	Fatal	Serious	Slight
Year						
2005	6	59	447	1	28	265
2006	8	72	456	0	37	312
2007	2	57	446	2	17	265
2008	2	49	422	1	28	241
2009	3	51	538	3	41	293

The proportion of different age groups involved in casualty accidents in the borough has remained relatively stable over the last five years. Those aged 0-15 made up 7-10%, 16-24 accounted for 15-18%, 25-59 were the largest proportion between 51-58% and the over 60s made up 7-8% of casualties (chart 3).

Chart 3: All casualties in Haringey represented by age

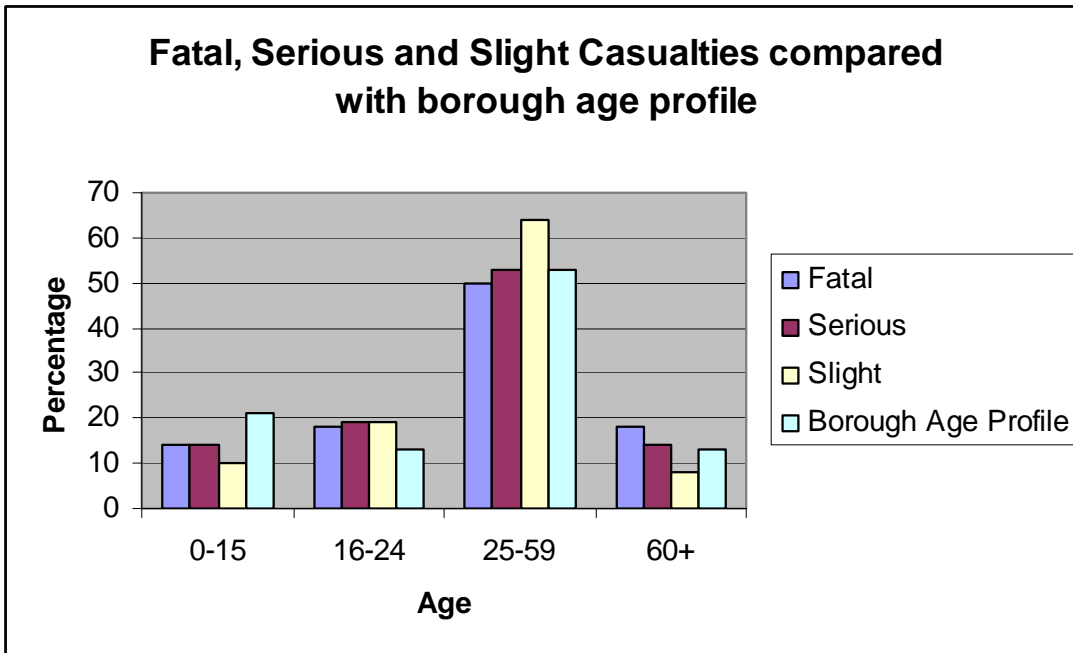


During the period 2005 to 2009; those in the age group 0-15 made up 14% of all fatal casualty accidents. Compared with 18% for 16 to 24, 50% for 25-59 and 18% for the over 60s. Serious casualties were made up of a similar age profile; 14% were aged 0-15, 19% 16-24, 53% 25-59 and 14% were aged 60+. The profile for slight casualties is slightly different; with 10% aged 0-15, 19% 16-24, 64% 25-59 and 8% aged over 60 (chart 4).

When these figures are compared with the age profile for the borough, it is clear that those aged 0-15 are underrepresented in all categories of casualty accident. Those aged between 16 and 24 feature disproportionately; being more likely to suffer fatal, serious and slight injuries, this is cause for concern. On the other hand, 25 to 59 year olds are involved in a lower number of fatal accidents than would be expected, but are

significantly more likely to be involved in a slight injury accident. Worryingly the over 60 age group has a greater than expected share of fatal accidents, although they receive a lower proportion of slight injuries.

Chart 4: All casualties in Haringey represented by age and severity



There was some variation in casualty's ethnicity between 2005 and 2009 (chart 5). White casualties made up between 19% and 29% of all those injured, with an average of 25.4%. The Dark European category accounted for 10-18% of casualties, with an average of 13.6%. Between 13% and 19% of those injured were Afro-Caribbean. The smallest categories were Asian, Oriental and Arab; accounting for 2-6%, 0.5-1% and 0.1-1% respectively. Unfortunately, for a high percentage of casualties their ethnicity was either unknown or not recorded. In 2009 a report concluded that Black people were found to be disproportionately represented in traffic accident statistics and this has led to the work that we have done in the last few years with different ethnic groups.

Chart 5: All casualties in Haringey represented by ethnicity

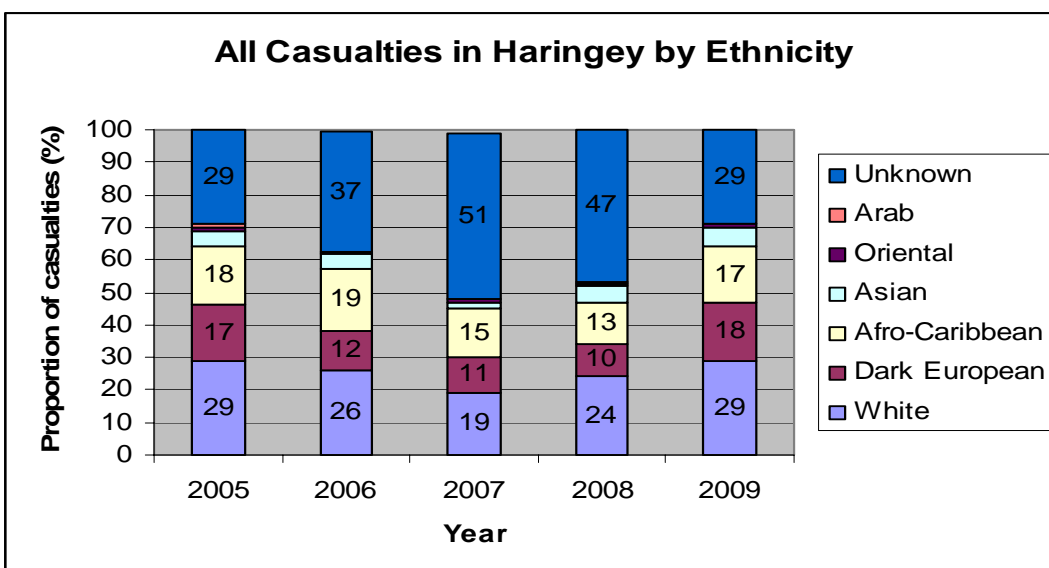


Table 3: All casualties in Haringey, represented by ethnicity and severity

		Year					
	Ethnicity	Severity	2005	2006	2007	2008	2009
	White	Fatal	3	3	1	2	2
		Serious	32	42	18	30	25
		Slight	202	187	134	146	239
	Dark European	Fatal	0	0	1	0	0
		Serious	8	13	6	12	14
		Slight	131	95	78	62	151
	Afro-Caribbean	Fatal	0	3	0	0	1
		Serious	17	27	10	9	18
		Slight	126	142	112	90	139
	Asian	Fatal	1	0	0	0	0
		Serious	5	4	1	3	4
		Slight	34	38	16	36	51
	Oriental	Fatal	0	0	0	0	0
		Serious	2	1	1	0	0
		Slight	8	4	8	5	8
	Arab	Fatal	0	0	0	0	0
		Serious	2	0	0	0	1
		Slight	5	1	1	3	2
	Unknown	Fatal	3	2	2	1	3
		Serious	21	22	38	23	30
		Slight	206	301	362	321	241

### 3.3 Barriers

Unfortunately little monitoring of equalities groups and their transport has taken place in the past. Therefore it was not possible to highlight any disadvantaged members of the community within disability, religion and sexual orientation groups. To remedy this problem, an increased level of monitoring will have to take place. Also a large proportion of KSIs within the STATS19 dataset, especially ethnicity were recorded as unknown. As a result a true profile of casualties in Haringey could not be built up.

#### 4.0 Assessment of Potential Impacts of LIP Objectives on Equality Strands

LIP Objective	Age	Disability	Gender	Ethnicity	Religion/ Belief	Sexual Orientation	Commentary
Reduce Haringey's deprivation and health inequalities by improving access for all to essential services, including health, education, employment, social and leisure facilities across the borough.	P	P	P	P	P	P	This objective will benefit all members of the community.
Ensure Haringey's transport network can accommodate increases in travel demand by tackling congestion, increasing sustainable transport capacity, encouraging modal shift and reducing the need to travel.	P	N Some modes of sustainable transport may be unsuitable for certain disability groups.	P	P	P	P	Measures to reduce congestion will benefit all members of society. Although it should be remembered that sustainable modes are less accessible for some groups.
Facilitate an increase in walking and cycling to improve the health and wellbeing of Haringey's residents.	P	P	A Women may have security concerns when walking and cycling; particularly at night.	P Those of Black and Asian ethnicity are important target groups.	P	P	Reducing perceived fear of crime will encourage the use of sustainable transport for all groups. Although some groups may have safety

							concerns.
Reduce the number of people killed and seriously injured on Haringey's transport network and reduce the number of casualties among vulnerable road users.	P The young and old have been identified as particularly at risk of being killed or injured on Haringey's roads.	P	P Male residents have been identified as particularly at risk of being killed or injured on Haringey's roads.	P	P	P	This objective will benefit all members of the community. With particular emphasis on those that have been identified as at risk.
Increase transport access and connectivity to and from Haringey's key employment and regeneration areas, including Wood Green town centre, and the growth areas of Haringey Heartlands and Tottenham Hale.	P	P	P	P	P	P	All residents of the borough will benefit as increased access to employment will reduce deprivation.
Reduce Haringey's CO <sub>2</sub> emissions from transport through smarter travel measures to reduce car use and encourage the use of low carbon transport alternatives, to ensure the transport sector makes the necessary contribution to achieving a 40% carbon	P	P	P	P	P	P	Reducing Co2 emissions will benefit all members of society. It is also an aim of the Mayor's transport strategy.

reduction by 2020 and a 60% reduction by 2025							
Reduce crime, the fear of crime and anti-social behaviour on all modes of transport and in the public realm in Haringey.	P	P	P	P	P	P	Reducing the fear of crime will encourage all members of society to utilise sustainable modes.
Improve air quality within the borough through initiatives to reduce and mitigate the effects of pollutant emissions from road and diesel operated rail transport.	P The young and old are most at risk from poor air quality which can trigger respiratory related health issues emissions.	P This objective will particularly benefit those with respiratory problems	P	P	P	P	This objective will benefit all members of the community. Especially those at risk from pollutant emissions.
Improve the condition and legibility of principal roads, cycle paths and footways within the borough, having regard to the public realm, and increase satisfaction with the condition of the network.	P Improved safety for the elderly who may have mobility issues.	P Improving road and footway condition will have positive impacts for those with visual and mobility impairments.	P	P	P	P	Improving the condition of the highway and footways will benefit all members of society. As well as those likely to have reduced mobility.
Ensure that transport protects and enhances Haringey's natural & historic environment including	P	P	P	P	P	P	This objective will benefit all members of the community

biodiversity, geodiversity, landscape, townscape, cultural heritage, water resources and land.							
Minimise the effects of unpredictable events arising from climate change on the transport network.	P	P	P	P	P	P	This objective will benefit all members of the community

**P = Positive impact**

**N = Neutral impact**

**A = Adverse impact**

## 5.0 Assessment of Potential Impacts of LIP Programme on Equality Strands

Lip Programme 2011/12 to 2013/14	Age	Disability	Gender	Ethnicity	Religion/ Belief	Sexual Orientation	Commentary
<p><b>Green Lanes Corridor, Harringay and St Ann's Neighbourhood</b> – study undertaken in 2010/11 to provide scheme detail for holistic treatment of Green Lanes and adjacent neighbourhoods, focusing on accessibility improvements to urban realm &amp; public transport, traffic management, road safety, cycling and pedestrian access with the aim of supporting the town centre and encouraging sustainable travel.</p>	P	P	P	P	P	P	<p>This objective will benefit all members of the community.</p>
<p><b>Tottenham gyratory complementary measures</b> [Tottenham Hale neighbourhood + Tottenham Green neighbourhood inc. Town Hall Approach Rd/Tottenham Green]. - Linking pedestrian, cycling and public transport accessibility improvements from surrounding residential and industrial areas, and Tottenham High Road. Including raising Town Hall approach to create one level access. Incorporate principal road maintenance.</p>	P	P	P	P	P	P	<p>This objective will benefit all members of the community. Especially those that reside in Tottenham Hale and Tottenham Green.</p>
<p><b>Wood Green High Road from north of station to borough boundary</b> [completion of 2010/11 scheme]. Completion of works including footway resurfacing, bus stop accessibility improvements, pedestrian accessibility measures,</p>	P	P Improved mobility and accessibility.	P	P	P	P	<p>Public realm improvements benefit all. Especially vulnerable members of the community.</p>



de-cluttering, improved street furniture, cycle parking and better street lighting.							
<b>Seven Sisters Neighbourhood</b> - Accessibility improvements to urban realm for pedestrians, cycling & public transport. Include footway enhancement and additional road safety/ traffic calming measures (identified from previous 20mph zone implementation).	P	P	P	P	P	P	Public realm improvements benefit all. Especially vulnerable members of the community.
<b>North Tottenham neighbourhood</b> [linked to proposed Spurs dev.] Accessibility improvements to urban realm for pedestrians, cycling & public transport. Inc. Legible London signage.	P	P	P	P	P	P	Public realm improvements benefit all. Especially vulnerable members of the community.
<b>Local safety scheme programme</b> – to be developed from accident data analysis study (to be completed in mid August). The analysis will identify locations for broad interventions such as specific local safety measures and area wide traffic management measures such as 20mph zones. Programme will focus on reducing accident stats for vulnerable road users [pedestrians, cyclist, powered two wheeler and child].	P Specific objective to reduce child casualties.	P	P	P	P	P	Safety improvements will improve the entire community's quality of life. In particular those identified as vulnerable.
<b>Local cycle routes [LCN and Greenways]</b> – Complete works identified in Crisp study.	P	P	P	P	P	P	Increased cycling has health and congestion reduction benefits.
<b>Biking Borough – Cycle hub in Wood Green.</b> Programme of infrastructure, behavioural	P	P	P	P	P	P	Increased cycling has health and congestion

<p>&amp; promotional measures focused around Wood Green/ Turnpike Lane centres (circa 2km catchment area). Plus borough wide measures inc. parking, health referral, network development + community schemes (based on content of biking borough strategy).</p>							<p>reduction benefits.</p>
<p><b>Cycle training</b> [school and individual] Continue programme of on road cycle training for school children and individuals.</p>	<p><b>P</b> School children are a particular target group.</p>	<p><b>P</b></p>	<p><b>P</b></p>	<p><b>P</b></p>	<p><b>P</b></p>	<p><b>P</b></p>	<p>Cycle training will benefit all those that request it.</p>
<p><b>Car club expansion</b> – expansion to 130 bays by 2012.</p>	<p><b>P</b></p>	<p><b>P</b> Special arrangements are in place to facilitate the needs of disabled drivers.</p>	<p><b>P</b></p>	<p><b>P</b></p>	<p><b>P</b></p>	<p><b>P</b></p>	<p>All members of the community will benefit from reduced congestion and pollution.</p>
<p><b>Electric charging points</b> – Implementation of on street &amp; public car parking charging points. Target of 48 charging points by 2015.</p>	<p><b>P</b></p>	<p><b>P</b></p>	<p><b>P</b></p>	<p><b>P</b></p>	<p><b>P</b></p>	<p><b>P</b></p>	<p>All residents of the borough will benefit from reduced pollution.</p>
<p><b>DIY streets</b> – Projects to develop innovative traffic calming, home zone type measures. Incorporates working with the local community to identify, design and develop the physical measures as well as encouraging residents to adopt sustainable travel behaviour.</p> <p><b>Langham Road area.</b> (2011-2012) Encompassed by West Green Road, Belmont Road, Westbury Avenue and Langham Road. Contract of £135K for Sustrans to do consultation/initial design). Final design done in</p>	<p><b>P</b></p>	<p><b>P</b> Any safety concerns will be addressed during the design process.</p>	<p><b>P</b></p>	<p><b>P</b></p>	<p><b>P</b></p>	<p><b>P</b></p>	<p>DIY streets will give local residents a greater say over the design of their street. Traffic calming measures will improve safety for all members of society.</p>

<p>house. Final design and implementation will be completed by the Council in 2011/12. Cost £400K.</p> <p><b>Hornsey area</b> (2011-2013). Incorporating area between Park Road, Tottenham Lane and Hornsey High Rd/ Priory Road. (to compliment CPZ proposals for 2012-13).</p> <p><b>Noel Park Estate</b> – commence 2013/14</p>							
<p><b>Cycle parking</b> [estate and on street]</p>	P	P	P	P	P	P	Increased cycling has health and congestion reduction benefits.
<i>Smarter travel</i>							
<p><b>Behavioural change measures</b> – Community work &amp; personalised travel planning measures inc. promoting sustainable/carbon efficient private car use – to compliment measures delivered through neighbourhoods/corridors. Fund sustainable transport advisor posts – based on Participation team project.</p>	P	P	P	P	P	P	The environmental and social effects of sustainable travel will benefit all.
<p><b>School travel planning &amp; ETP School travel planning &amp; Education, Training, Publicity (ETP):</b></p> <p>Programme to promote sustainable modes of travel as identified by actions in 'Sustainable modes of travel to school'.</p> <ul style="list-style-type: none"> <li>• Targeting Schools with highest modal share for car trips.</li> <li>• Encourage uptake of cycling to school to address unmet</li> </ul>	P Children of school age will benefit from health improvements and reduced risk of being involved in a casualty accident.	P	P	P	P	P	School children will be the main beneficiaries. Although all members of the community will gain from reduced congestion.

<p>demand.</p> <ul style="list-style-type: none"> <li>• Maintain sustainable travel behaviour of secondary school children.</li> <li>• Road safety and accident prevention education, training and awareness.</li> </ul> <p><b>2 full time School Travel Plan advisor posts</b></p> <p><b>Monitoring and Evaluation</b>  This is used to support schools with re-writing Travel Plans and reviewing them. This includes staff cover for all schools (we take into account all our schools as they now have approved STP's), INSET or workshops, and additional resources to support the schools.</p> <p><b>Smarter Travel News Letter</b>  Newsletters to be produced by Road Safety and School Travel Team. To include news and information about Road Safety and School Travel projects and to be aimed to Children and Teaching Staff. One newsletter will be dedicated to primary schools and the other to secondary schools.</p> <p><b>Signs/Lines Replacement and Minor Works</b>  To be allocated to schools requesting small measures such as installing lines and signage outside the school building. Also to cover small engineering schemes such as kerb realignment and footway resurfacing.</p>							
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<p><b>Small Grants Scheme</b> To be allocated to school requiring funding to implement measures set out in their School Travel Plan action plan.</p> <p><b>Walk to School Week – October and May</b> Funding to promote Walk to School Week in May and October</p> <p><b>Walk on Wednesday</b> A scheme to promote and reward pupils that walk to school. This should also include Road Safety Education to complement the scheme.</p> <p><b>Transition Project – Upgrade</b> Funding for year 5 of the Transition pack Scheme aimed at year 6 (key stage 2)</p> <p><b>National Bike Week</b> Increase in number cycle journeys to and from school to support events such as the Wheely Great Treasure Hunt and National bike Week Competitions.</p> <p><b>Theatre in Education</b> Influencing behaviour change through theatre performances and workshops.</p> <p><b>Film project</b> A film project to follow on from Busology to promote good behaviour on public transport. This should complement Key Stage 3 and 4 national curriculum programmes.</p> <p><b>Targeted Schools</b> To work with schools that have high car usage or</p>							
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located in specific locations, which tie in with existing neighbourhood schemes.							
<b>Sub regional workplace travel planning.</b> Borough contribution to NLTF for workplace travel planning post.	P	P	P	P	P	P	The aims of workplace travel plans have wide ranging benefits.
<b>Travel awareness-</b> Sustainable transport/efficient car usage promotional activities & merchandise for events inc Green Lanes Festival (biennial), Green Fair, Lordship Rec Festival, St. Anne's Hospital and other community events. Inc. doctor bike sessions and support for community projects.	P	P	P	P	P	P	The environmental and social effects of sustainable travel will benefit all.
<b>Accessibility scheme</b>	P	P	N	N	N	N	This scheme is primarily aimed at the elderly and disabled.
<b>Local transport projects</b> – Innovative community projects to encourage sustainable/ carbon efficient travel behaviour.	P	P	P	P	P	P	The environmental and social effects of sustainable travel will benefit all.
<b>Maintenance</b>							
Principal road	P Improved highway condition particularly benefits the young and old.	P Those with mobility and visual impairments will gain from improved highway condition.	P	P	P	P	Improved highway condition will benefit all, especially vulnerable members of society.
Bridges	P	P	P	P	P	P	Improved network condition will benefit all,

							especially vulnerable members of society.
<i>Major scheme</i>							
Wood Green High Road	P	P	P	P	P	P	Wood Green High Road area based scheme will benefit the entire Haringey community. Improving the public realm and public transport accessibility.

P = Positive impact

N = Neutral impact

A = Adverse impact

## 6.0 Consultation

The information gathered during the consultation process is used to assess whether there is, or is likely to be, a differential impact, whether direct or indirect, upon the relevant group (or groups). There is also the potential to assess unmet needs (gaps in service provision) and transport related requirements of any of the target groups.

If an adverse effect on any of those groups can be identified, department heads will need to assess whether the policy is unlawfully discriminatory, taking into account that some policies are intended to increase equality of opportunity by requiring or permitting positive action, or action to redress disadvantages. They will then have to decide how to ensure that the Council acts lawfully;

Even if the policy/strategy is not unlawful, the department concerned will need to consider what actions are possible within legislative boundaries in light of any adverse impact identified;

People invited to participate in any consultation exercise will have needs regarding information i.e. notification, attendance; expectations of role, and benefit to them, their organisation and or the Council of contributing to the consultation process;

### **The following questions have been used in guiding consultation:**

- What individuals are or are likely to be directly affected by the strategy/objective?
- What relevant groups have a legitimate interest in this strategy?
- How do we ensure that those affected by or with a legitimate interest in the policy are consulted?
- How will information be made available to those consulted?
- Will the information be accessible to minority groups such as those with disabilities and ethnic minorities?
- What barriers exist to effective consultation with each of the groups / bodies / persons identified above?
- What measures can be taken to facilitate effective consultation in light of any barriers – have you booked an accessible venue, is it scheduled to start at a time that is convenient ?
- Have previous attempts at consultation with particular groups been unsuccessful? If so, why, and what can be done to overcome any obstacles?
- Are resources available to encourage full/wider participation?

Consultation takes different forms, for example children, elderly people, people with disabilities and persons with dependants cannot all be consulted in the same way, different approaches may be necessary. It is important to seek the advice of representative groups and relevant agencies to ensure that the most affected individuals and groups are helped to engage in the process. Steps to minimise the impact of consultations have been taken with other departments to coordinate activities including press advertising, use of ongoing dialogue, purposefully focusing consultations on a number of affected groups.



Amongst the various consultative mechanisms, face-to-face, expert or general meetings are used. **In consultation meetings, organisers are giving consideration to an array of practical issues, including the following:**

- Is the venue wheelchair accessible?
- Are there loop/signing/other facilities for people with varying disabilities?
- Are the acoustics generally good?
- Is it clear that people can bring and use advocates?
- In complex buildings, is there a meeting and guiding service for those requiring it?
- Have arrangements been made and individuals trained to deal with emergency evacuations?
- Is the meeting in an area which will result in people of one community feeling uncomfortable about attending?
- Has access to and from the meeting also been considered?
- Will the target audience feel comfortable? For example, does the venue have a reputation for being 'gay unfriendly'?
- Will the arrangements for chairing and organising reflect this hospitality? For example, young people may come to a school to discuss youth problems but they may not find it easy to talk freely if teachers are running the session.
- Are the venues flexible enough to allow larger/smaller group discussions?
- Are the venues accessible to public transport, and if not can alternative transport arrangements be made? For example, for people with mobility impairments or for people with dependants and/or on low income.
- Depending on the issue under discussion, are the venues geographically spread, or are they overly concentrated in urban centres?
- Are crèche facilities available?
- Are interpreters needed?

**Written documents are made available to participants that as far as possible:**

- Use plain English and be jargon-free;
- Convey specialist information in as simple a format as possible. For example, there will be occasions when documents need to include detailed statistics or specialised information. Such material should be translated into a format which enables non-experts to engage with the process;
- Include an executive summary;
- Offer the text in languages other than English and in disability-friendly formats (for example, Braille, audio-tape, large type, etc.);
- Be relayed in newspapers, magazines and other material that is likely to be read by participants. This would include minority language publications and magazines published by the voluntary sector;

- Depending on the targeted audience, the documentation could be accompanied by alternative formats other than print (for example, videos, role-play formats) and advice on possible discussion formats;
- Where appropriate, include specific questions or issues for discussion with particular target audiences. For example, people who have certain disabilities may not find written communication effective; and
- Personal/individual communication may be needed and should not be seen as something extraordinary, when trying to include people who otherwise could not take part.

## 6.1 Future consultation

Statutory consultation of the LIP document as a whole will take place in late September 2010, for a period of six weeks. Key stakeholders from the six equalities strands will be consulted; including but not limited to:

- Haringey Mobility Forum
  - The Council has had a Mobility Forum for several years which meets to consider mobility issues for people with limited mobility and this included disabled and elderly people. Although the intention was that this group would also cover parents with young children and young people, it never managed to attract representation from these groups. This group has now been amalgamated into the Transport Forum which was established in 2009. Part of the Transport Forum's role is to act as a consultative forum on transport issues. However, representation at the Transport Forum so far has not been representative of Haringey's diverse population.
- Haringey Woman's Forum
  - Haringey Woman's Forum (HWF) is made up of a small number of paid staff and a larger membership of volunteers. It aims to promote the welfare and needs of women within the Haringey community. This is achieved by conducting consultation exercises and relaying the results to the council.
- Haringey Race and Equality Council
  - Haringey Race and Equality Council is an independent equality body in the Borough of Haringey. Their primary aim is to promote race equality. Recently they have expanded their services to include disability.
- Haringey Lesbian, Gay, Bisexual and Trans-Gender Network (LGBT)
  - Haringey LGBT Network aims to improve the lives of Lesbian, Gay, Bisexual and Transgendered people living, working, learning or socialising in Haringey.
- Age Concern Haringey
  - Age Concern Haringey aims to promote the rights of older people in the community and provide a range of services and support to improve their quality of life.
- Haringey Forum for Older People
  - Haringey Forum for Older People (HFOP) was formed in 2002 and has a membership of around 500. They meet three to four times a year to discuss

matters that concern older people in Haringey; allowing them to influence how services are delivered. Transport is of particular interest to its members.

## **6.2 Monitoring arrangements**

There is a legal duty to monitor the actual effects that once adopted a proposal has on the public. Naturally this also includes the six equalities strands that have been identified. The purpose of equalities monitoring is to see how the policy is working in practice and to identify if and where it is producing disproportionate adverse effects; then to take steps to address the effects. Usually equalities monitoring data should be gathered, analysed and reported annually. Any findings should then be reported to the Directorate Management Team and the Equalities Team.

## **7.0 Conclusion**

The EQIA process has highlighted that Haringey is a very diverse borough with a wide range of races, religions, disability and socio economic groups. It is clear that the council faces challenges presented by a growing, aging population and catering for the needs of all residents in the borough. A particular barrier to completing this assessment was a lack of monitoring data relating to the use of transport by equalities groups in Haringey. A key recommendation from this assessment is the need for more detailed monitoring data to be collected for all EQIA groups regarding modal share and travel habits. This will be incorporated into the performance monitoring plan for the LIP.

It is considered that very few negative outcomes will stem from the LIP objectives or LIP programme of investment, with the majority being positive. The LIP objective of encouraging greater uptake of walking and cycling may have some negative impacts for women, who may have personal safety concerns. Some objectives and schemes are not applicable to certain groups as they are targeted to a specific audience, therefore they will have a neutral outcome. This in itself should not be considered a negative conclusion.

This report is included in the statutory consultation process of the LIP document. Once consultation is complete, the EQIA will be developed as necessary.