

# EQUALITY ANALYSIS (EA) TEMPLATE

**Decision***No further action***Date***23 November 2020*

**What is the Public Sector Equality Duty (PSED)?** [Double click here for more information / Hide](#)

**What is an Equality Analysis (EA)?** [Double click here for more information / Hide](#)

**How to demonstrate compliance** [Double click here for more information / Hide](#)

**Deciding what needs to be assessed** [Double click here for more information / Hide](#)

**Role of the assessor** [Double click here for more information / Hide](#)

**How to carry out an Equality Analysis (EA)** [Double click here for more information / Hide](#)

## The Proposal – Charterhouse School Street

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### 1. What is the Proposal?

The School Street scheme is proposed to restrict all motor vehicles from using a short section of Charterhouse Square between Mondays to Fridays, between 8:15 – 9:15am and 3:00 – 4:00pm.

The School Street proposal will reduce motor vehicle traffic outside Charterhouse Square school during the school starting and finishing times. This will improve road safety and air quality, encouraging more pupils and parents to walk or cycle to school. This will bring about improvements in health and other benefits such as helping communities come together through more social interaction.

### 2. What are the recommendations?

A short section of Charterhouse Square will be closed to motor vehicles from Mondays to Fridays between 8:15 – 9:15am and 3:00 – 4:00pm. The restriction will be in operation for 2 hours per day and only during term times, which equals up to 10 hours per week (during school term times only).

An alternative route can be used to avoid the affected section of Charterhouse Square during the restriction times for all traffic. The restrictions will only operate during school term time and waste/refuse collection and emergency vehicles will be exempt from the restriction. It is anticipated there will be a minor effect on motorists who are Blue or red Badge Holders.

The scheme will be introduced under an Experimental Traffic Order (ETO) on a trial basis which will last up to 18 months. Appropriate signs and CCTV cameras will be used to raise awareness of the School Street and enforce the restriction. The scheme will be monitored, and the results of the trial will determine if the scheme should become a permanent measure.

### 3. Who is affected by the Proposal? *Identify the main groups most likely to be directly or indirectly affected by the recommendations.*

The City of London is subject to the general public-sector equality duty set out in Section 149 of the Equality Act 2010, which requires it to have due regard to the need to eliminate discrimination, advance equality of opportunity and foster good relations by reference to people with protected characteristics. The protected characteristics are age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

As part of its decision-making process the City of London Corporation has had due regard to any impacts on those with protected characteristics and the need to ensure that their interests are considered. It should be noted that a Test of Relevance was undertaken on the 23 November 2020 in order to understand whether an Equality Analysis (EA formally an Equalities Impact Assessment – EQIA) was necessary for the scheme. The Test of Relevance anticipated that disabled people who use

hired/private cars to travel to their destination on or from the restricted section of Charterhouse Square may be negatively affected by the proposal. This EA will explore this in more detail and identify opportunities for action to be taken to advance equality of opportunity in the widest sense. It will also seek to anticipate the requirements of all service users potentially impacted and aim to find ways to avoid or minimise them. In addition, it will make recommendations to contribute to community cohesion by identifying opportunities to foster good relations between different groups.

**Age** [Double click here to add impact / Hide](#)

Check box if NOT applicable

**Key borough statistics:**

The City has proportionately more people aged between 25 and 69 living in the Square Mile than Greater London. Conversely there are fewer young people. Approximately 955 children and young people under the age of 18 years live in the City. This is 11.8% of the total population in the area. Summaries of the City of London [age profiles from the 2011 Census can be found on our website](#)

A number of demographics and projections for demographics can be found on the [Greater London Authority website in the London DataStore](#). The site details statistics for the City of London and other London authorities at a ward level:

- [Population projections](#)

NB: These statistics provide general data for these protected characteristics. You need to ensure you have sufficient data about those affected by the proposals – see below under “additional equalities data”.

[Double click here to show borough wide statistics / hide statistics](#)

**Age**

**Additional Equalities Data (Service level or Corporate)** *Include data analysis of the impact of the proposals*

Type response here

**What is the proposal’s impact on the equalities aims?** *Look for **direct impact** but also evidence of **disproportionate impact** i.e. where a decision affects a protected group more than the general population, including **indirect impact***

Type response here

**What actions can be taken to avoid or mitigate any negative impact or to better advance equality and foster good relations?**

Type response here

**Disability** [Double click here to add impact / Hide](#)

Check box if NOT applicable

**Key borough statistics:**

Day-to-day activities can be limited by disability or long term illness - In the City of London as a whole, 89% of the residents feel they have no limitations in their activities – this is higher than both in England and Wales (82%) and Greater London (86%). In the areas outside the main housing estates, around 95% of the residents responded that their activities were not limited. Extract from summary of the [2011 Census relating to resident population health for the City of London can be found on our website](#).

The 2011 Census identified that for the City of London’s population:

- 4.4% (328) had a disability that limited their day-to-day activities a lot
- 7.1% (520) had a disability that limited their day-to-day activities a little.

Source: 2011 Census: [Long-term health problem or disability, local authorities in England and Wales](#)

NB: These statistics provide general data for these protected characteristics. You need to ensure you have sufficient data about those affected by the proposals – see below under “additional equalities data”.

[Double click here to show borough wide statistics / hide statistics](#)

## Disability

**Additional Equalities Data (Service level or Corporate)** *Include data analysis of the impact of the proposals*

**What is the proposal's impact on the equalities aims?** *Look for **direct impact** but also evidence of **disproportionate impact** i.e. where a decision affects a protected group more than the general population, including **indirect impact***

The 2011 Census identified that for the City of London's population:

- 4.4% (328) had a disability that limited their day-to-day activities a lot
- 7.1% (520) had a disability that limited their day-to-day activities a little.

No workforce data is available for this protected characteristic and the resident population is too small to identify any trends, as such, the City of London resident population is relied upon.

### **Negative Impact: Disabled people who are passengers or drivers**

During the restricted hours all motor vehicles will not be permitted to drive through the restricted part of Charterhouse Square, including red and blue badge holders. This will negatively affect car passengers or drivers that suffer from mobility impairments who need to be dropped off directly in front of the school.

**What actions can be taken to avoid or mitigate any negative impact or to better advance equality and foster good relations?**

An alternative route is available to all motor vehicles during the restricted hours.

Access to properties either side of the restriction will continue to be available at all times, but access to properties in the restricted section by motor vehicles will not be permitted. Consultation and publicity will be carried out to ensure residents, businesses and parents are aware of the restriction before the scheme is implemented and can plan their journeys accordingly, if appropriate.

The restriction is operational for only 2 hours per weekday and only during school term time to further reduce any negative impact.

Regular consultation and communication with the school staff, parents, business and residents will ensure there is a good channel of communication available, so officers can receive comments and feedback on the scheme.

The experimental period will provide an opportunity to understand the nature and extent of any negative impacts on people with disabilities so that this can be taken into consideration if the scheme is to be made permanent.

## **Pregnancy and Maternity** [Double click here to add impact / Hide](#)

[Check box if NOT applicable](#)

### **Key borough statistics:**

Under the theme of population, the [ONS website](#) has a large number of data collections grouped under:

- [Conception and Fertility Rates](#)
- [Live Births and Still Births](#)
- [Maternities](#)

NB: These statistics provide general data for these protected characteristics. You need to ensure you have sufficient data about those affected by the proposals – see below under “additional equalities data”.

[Double click here to show borough wide statistics / hide statistics](#)

## Pregnancy and Maternity

**Additional Equalities Data (Service level or Corporate)** *Include data analysis of the impact of the proposals.*

Type response here

**What is the proposal's impact on the equalities aims?** *Look for **direct impact** but also evidence of **disproportionate impact** i.e. where a decision affects a protected group more than the general population, including **indirect impact***

Type response here

**What actions can be taken to avoid or mitigate any negative impact or to better advance equality and foster good relations?**

Type response here

**Race** [Double click here to add impact / Hide](#)

[Check box if NOT applicable](#)

### Key Borough Statistics:

Our resident population is predominantly white. The largest minority ethnic groups of children and young people in the area are Asian/Bangladeshi and Mixed – Asian and White. The City has a relatively small Black population, less than London and England and Wales. Children and young people from minority ethnic groups account for 41.71% of all children living in the area, compared with 21.11% nationally.

White British residents comprise 57.5% of the total population, followed by White – Other at 19%.

The second largest ethnic group in the resident population is Asian, which totals 12.7% - this group is fairly evenly divided between Asian/Indian at 2.9%; Asian/Bangladeshi at 3.1%; Asian/Chinese at 3.6% and Asian/Other at 2.9%. The City of London has the highest percentage of Chinese people of any local authority in London and the second highest percentage in England and Wales. The City of London has a relatively small Black population comprising 2.6% of residents. This is considerably lower than the Greater London wide percentage of 13.3% and also smaller than the percentage for England and Wales of 3.3%.

[See ONS Census information](#) or [Greater London Authority projections](#)

NB: These statistics provide general data for these protected characteristics. You need to ensure you have sufficient data about those affected by the proposals – see below

[Double click here to show borough wide statistics / hide statistics](#)

## Race

**Additional Equalities Data (Service level or Corporate)** *Include data analysis of the impact of the proposals*

Type response here

**What is the proposal's impact on the equalities aims?** *Look for **direct impact** but also evidence of **disproportionate impact** i.e. where a decision affects a protected group more than the general population, including **indirect impact***

Type response here

**What actions can be taken to avoid or mitigate any negative impact or to better advance equality and foster good relations?**

Type response here

## Religion or Belief [Double click here to add impact / Hide](#)

Check box if NOT applicable

### Key borough statistics – sources include:

The ONS website has a number of data collections on [religion and belief](#), grouped under the theme of religion and identity.

[Religion in England and Wales provides a summary of the Census 2011 by ward level](#)

NB: These statistics provide general data for these protected characteristics. You need to ensure you have sufficient data about those affected by the proposals – see below under “additional equalities data”.

[Double click here to show borough wide statistics / hide statistics](#)

## Religion or Belief

**Additional Equalities Data (Service level or Corporate)** *Include data analysis of the impact of the proposals*

Type response here

**What is the proposal’s impact on the equalities aims?** *Look for **direct impact** but also evidence of **disproportionate impact** i.e. where a decision affects a protected group more than the general population, including **indirect impact***

Type response here

**What actions can be taken to avoid or mitigate any negative impact or to better advance equality and foster good relations?**

Type response here

## Sex [Double click here to add impact / Hide](#)

Check box if NOT applicable

### Key borough statistics:

At the time of the [2011 Census the usual resident population of the City of London](#) could be broken up into:

- 4,091 males (55.5%)
- 3,284 females (44.5%)

A number of demographics and projections for demographics can be found on the [Greater London Authority website in the London DataStore](#). The site details statistics for the City of London and other London authorities at a ward level:

- [Population projections](#)

NB: These statistics provide general data for these protected characteristics. You need to ensure you have sufficient data about those affected by the proposals – see below under “additional equalities data”.

[Double click here to show borough wide statistics / hide statistics](#)

## Sex

**Additional Equalities Data (Service level or Corporate)** *Include data analysis of the impact of the proposals*

Type response here

**What is the proposal’s impact on the equalities aims?** *Look for **direct impact** but also evidence of **disproportionate impact** i.e. where a decision affects a protected group more than the general population, including **indirect impact***

Type response here

**What actions can be taken to avoid or mitigate any negative impact or to better advance equality and foster good relations?**

Type response here

## Sexual Orientation and Gender Reassignment [Double click here to add impact / Hide](#)

Check box if NOT applicable

### Key borough statistics – suggested sources include:

- [Sexual Identity in the UK – ONS 2014](#)
- [Measuring Sexual Identity – ONS](#)

NB: These statistics provide general data for these protected characteristics. You need to ensure you have sufficient data about those affected by the proposals – see below under “additional equalities data”.

[Double click here to show borough wide statistics / hide statistics](#)

## Sexual Orientation and Gender Reassignment

### Additional Equalities Data (Service level or Corporate) *Include data analysis of the impact of the proposals*

Type response here

**What is the proposal’s impact on the equalities aims? Look for *direct impact* but also evidence of *disproportionate impact* i.e. where a decision affects a protected group more than the general population, including *indirect impact***

Type response here

**What actions can be taken to avoid or mitigate any negative impact or to better advance equality and foster good relations?**

Type response here

## Marriage and Civil Partnership [Double click here to add impact / Hide](#)

Check box if NOT applicable

### Key borough statistics - sources include:

- [The 2011 Census contain data broken up by local authority on marital and civil partnership status](#)

NB: These statistics provide general data for these protected characteristics. You need to ensure you have sufficient data about those affected by the proposals – see below under “additional equalities data”.

[Double click here to show borough wide statistics / hide statistics](#)

## Marriage and Civil Partnership

### Additional Equalities Data (Service level or Corporate) *Include data analysis of the impact of the proposals*

Type response here

**What is the proposal’s impact on the equalities aims? Look for *direct impact* but also evidence of *disproportionate impact* i.e. where a decision affects a protected group more than the general population, including *indirect impact***

Type response here

**What actions can be taken to avoid or mitigate any negative impact or to better advance equality and foster good relations?**

Type response here

**Additional Impacts on Advancing Equality & Fostering Good Relations** [Double click here to add impact / Hide](#)  Check box if NOT applicable

This section seeks to identify what additional steps can be taken to promote these aims or to mitigate any adverse impact. Analysis should be based on the data you have collected above for the protected characteristics covered by these aims. In addition to the sources of information highlighted above – you may also want to consider using:

- Equality monitoring data in relation to take-up and satisfaction of the service
- Equality related employment data where relevant
- Generic or targeted consultation results or research that is available locally, London-wide or nationally
- Complaints and feedback from different groups.

[Double click here to show borough wide statistics / hide statistics](#)

**Additional Impacts on Advancing Equality & Fostering Good Relations**

**Additional Equalities Data (Service level or Corporate)**

Type response here

**Are there any additional benefits or risks of the proposals on advancing equality and fostering good relations not considered above?**

Type response here

**What actions can be taken to avoid or mitigate any negative impact on advancing equality or fostering good relations not considered above?** Provide details of how effective the mitigation will be and how it will be monitored.

Type response here

## Conclusion and Reporting Guidance

*Set out your conclusions below using the EA of the protected characteristics and submit to your Director for approval.*

*If you have identified any negative impacts, please attach your action plan to the EA which addresses any negative impacts identified when submitting for approval.*

*If you have identified any positive impacts for any equality groups, please explain how these are in line with the equality aims.*

*Review your EA and action plan as necessary through the development and at the end of your proposal/project and beyond.*

*Retain your EA as it may be requested by Members or as an FOI request. As a minimum, refer to any completed EA in background papers on reports, but also include any appropriate references to the EA in the body of the report or as an appendix.*

### This analysis has concluded that...

We believe that the negative impacts are disproportionate to the positive impacts of trialling a School Street outside Charterhouse Square School, specifically improving safety and creating more space for young children to safely enter and exit their school.

The proposal could affect people who suffer from a disability because during the specified hours all motor vehicles will not be permitted to drive through the restricted part of Charterhouse Square, including red and blue badge holders. This will negatively affect car passengers or drivers that suffer from mobility impairments who need to be dropped off close to their destination. The EA has identified several recommendations that can minimise the impact on this protected characteristic. These are listed above but of particular importance are: ensuring access to properties either side of the restriction will continue to be available; keeping the restrictions to only two 2 hours per weekday and only during school term time; and ensuring local residents, businesses and school parents and staff are aware of the restriction and can plan their journeys accordingly, if appropriate. Monitoring of the scheme and continued communication with people using the area will also further reduce these impacts and will be important to determine the success of the scheme.

### Outcome of analysis - *check the one that applies*

**Outcome 1**

No change required where the assessment has not identified any potential for discrimination or adverse impact and all opportunities to advance equality have been taken.

**Outcome 2**

Adjustments to remove barriers identified by the assessment or to better advance equality. Are you satisfied that the proposed adjustments will remove the barriers identified?

**Outcome 3**

Continue despite having identified some potential adverse impacts or missed opportunities to advance equality. In this case, the justification should be included in the assessment and should in line with the duty have 'due regard'. For the most important relevant policies, compelling reasons will be needed. You should consider whether there are sufficient plans to reduce the negative impact and/or plans to monitor the actual impact.

#### **Outcome 4**

Stop and rethink when an assessment shows actual or potential unlawful discrimination.

**Signed off by Director:**

**Name:**

**Date:**