Draft Report
January 2023

Pedestrian Priority Streets Programme: King William Street – Equality Impact Assessment (EqIA)

City of London Corporation
24398701

steer

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1 Introduction

Background

1.1 This Equality Impact assessment (EqIA) relates to the proposed improvements to King William Street, located within the City of London. An EqIA is a process designed to ensure that a policy, project, or scheme does not unlawfully discriminate against any protected characteristic as defined by the Equality Act 2010. This EqIA has been produced by the independent transport and infrastructure consultancy, **Steer**.

1.2 In the summer 2020, the City of London Corporation (CoL) provided more space for pedestrians to enable social distancing. These changes were implemented as traffic experiments under Experimental Traffic Orders (ETOs) so that they could monitor the impacts on residents, businesses, and street users.

1.3 The CoL is currently in the process of assessing the impact of these changes and deciding whether they should be made permanent. This EqIA provides an assessment of the potential disproportionate impacts between the existing ETO scheme and the proposed permanent scheme.

Scheme context

1.4 This EqIA assesses the potential disproportionate impacts between the existing ETO and the proposed permanent scheme. Details of each scheme are outlined below:

Existing scheme (ETO)

1.5 The existing ETO scheme was introduced in summer 2020, and involved the following changes to the street:

- "No motor vehicles" restriction (Monday to Friday between 7am – 7pm) except buses, loading, vehicles accessing off street premises
- Temporary footway widening using traffic separator posts and white lines in locations along the street
- Advisory cycle lanes were removed and replaced with temporary footways

Proposed scheme (Permanent)

1.6 The proposed permanent scheme for King William Street involves the following amendments to the existing ETO layout:

- Adjusting the current restriction, which allows access for loading, to also allow access for taxis and private hire drop off/pick up to King William Street and Lombard Street
- Retaining and making permanent the 'no entry Mon-Fri 7am-7pm except for buses, cycles and vehicles accessing streets for loading, accessing property, or dropping off/picking up passengers' restrictions
- Widening the footway on both sides of the street by 1.5 metres, carriageway width reduced to 6.5 metres, removing temporary footways

- Resurfacing of the carriageway
- Removal of traffic islands at the north and south sections of the street
- Improvements to footways, including a new dropped kerb at the southern section of the street
- Planting new street trees
- Creation of a new loading bay between the two turnings to Nicholas Lane

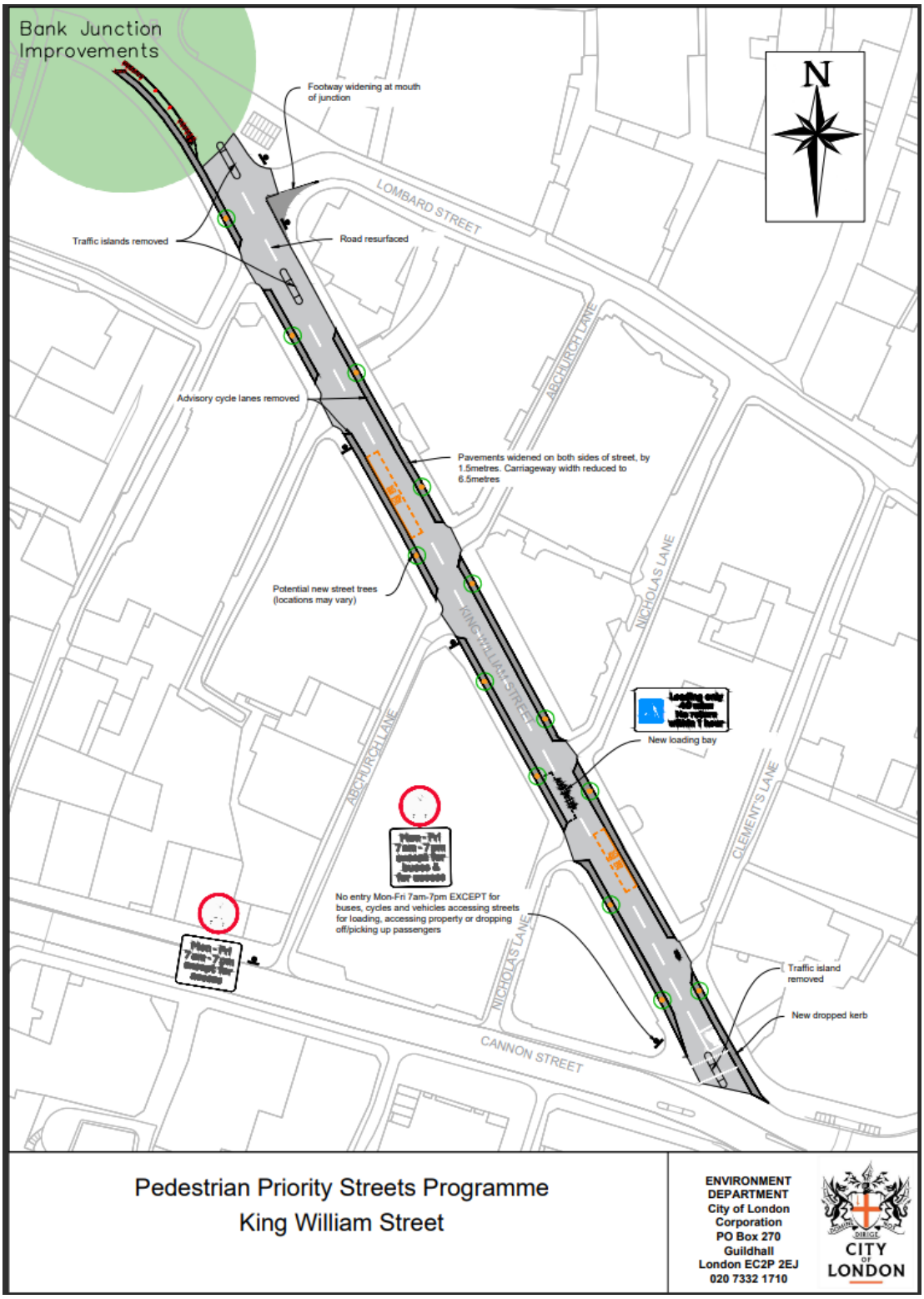
1.7 A drawing of the proposed scheme can be seen in Figure 1.1, overleaf.

Assumed impact on transport and movement

1.8 The impacts identified throughout this EqIA have been drafted on the assumption that the proposed scheme will have the following impacts on transport and movement in the area:

- Widening the footways permanently on both sides of King William Street will improve the walking environment, making it easier and more pleasant for people to walk down the street
- Allowing taxi and private hire vehicle drop-off/pick-up on King William Street and Lombard Street will make it easier for people to get picked up and dropped off at destinations on those streets, potentially reducing some walking distances
- Making the existing restrictions to through motor traffic permanent will lock in the benefits to people cycling and walking, creating a more pleasant environment
- Resurfacing of the carriageway will improve the passenger experience of bus users and cyclists, with a smoother ride
- Removal of traffic islands will decrease protection from traffic flow for pedestrians crossing the road
- Retaining the removal of advisory cycle lanes will decrease protection from traffic flow for cyclists and removing the visual encouragement of the cycle lane may decrease the attractiveness of cycling
- Installation of a new dropped kerb will benefit pedestrians crossing the road at the southern section of the road

Figure 1.1: Proposed Permanent Scheme



2 Scoping

2.1 A scoping assessment has been undertaken to identify whether the proposed scheme could have a disproportionate impact on one or more protected characteristics.

2.2 “Disproportionate impact” means that groups of people who share a protected characteristic may be significantly more affected by a change than other people.

2.3 Protected characteristics are defined by the Equality Act 2010. The 'protection' refers to protection from discrimination. There are nine characteristics protected by the Equality Act:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

2.4 As the scheme is aimed at making these streets more attractive to people walking and dwelling, as well as making them safer and less polluted, it is considered that the scheme is likely to impact people’s movement and experience of streets and spaces. Groups that have a significant intersection with movement and space, i.e., those that travel in distinguishably different ways, are most likely to be affected.

2.5 It is not considered that the ‘Gender reassignment’, ‘Sexual orientation’ or ‘Marriage and civil partnership’ protected characteristics have a significant intersection with movement and space. As such, they have not been included in the baseline data or the detailed analysis of equality impacts that follows.

2.6 This exercise considers both potential positive and negative impacts, and, where possible, provides evidence to explain how and why a group might be particularly affected. Table 2.1 provides a summary of the scoping assessment.

Table 2.1: Protected characteristics scoping

Protected characteristic	Disproportionate impact unlikely	Disproportionate impact possible	Commentary/example impact
Age – people in particular age groups (particularly over 65s and under 16s)		✔	There could be a disproportionate impact which this EqIA will investigate. For example, a person's ability to use the transport network can be reduced as a result of age and age-related health conditions.
Disability – disabled people (including different types of physical, learning or mental disabilities)		✔	There is could be a disproportionate impact which this EqIA will investigate. A person's use of the transport network can be affected by certain impairments.
Gender reassignment – people who are intending to undergo, are undergoing, or have undergone a process or part of a process of gender reassignment	✔		People undergoing gender reassignment are unlikely to be disproportionately impacted by the scheme.
Marriage and civil partnership – people who are married or in a civil partnership	✔		People who are married or in a civil partnership are unlikely to be disproportionately impacted by the scheme.
Pregnancy and maternity – people who are pregnant or have given birth in the previous 26 weeks		✔	There could be a disproportionate impact which this EqIA will investigate. A person's use of the transport network can be shaped by pregnancy and parental care.
Race – people of a particular race or ethnicity (including refugees, asylum seekers, migrants, gypsies and travellers)		✔	There could be a disproportionate impact which this EqIA will investigate. Use of the transport network and/or occupation may differ depending on ethnic group.
Religion or belief – people of particular faiths and beliefs		✔	There could be a disproportionate impact which this EqIA will investigate. Use of the transport network by those practising different religions may vary across different days (e.g. Sunday worship, when public transport services are reduced).
Sex – whether people are male or female		✔	There could be a disproportionate effect which this EqIA will investigate. Use of the transport network and/or occupation may differ depending on sex.
Sexual orientation – whether a person's sexual orientation is towards the same sex, a different sex, or both.	✔		There could be a disproportionate effect which this EqIA will investigate. Experience of the transport network may differ depending on a person's sexual orientation.

3 Data sources

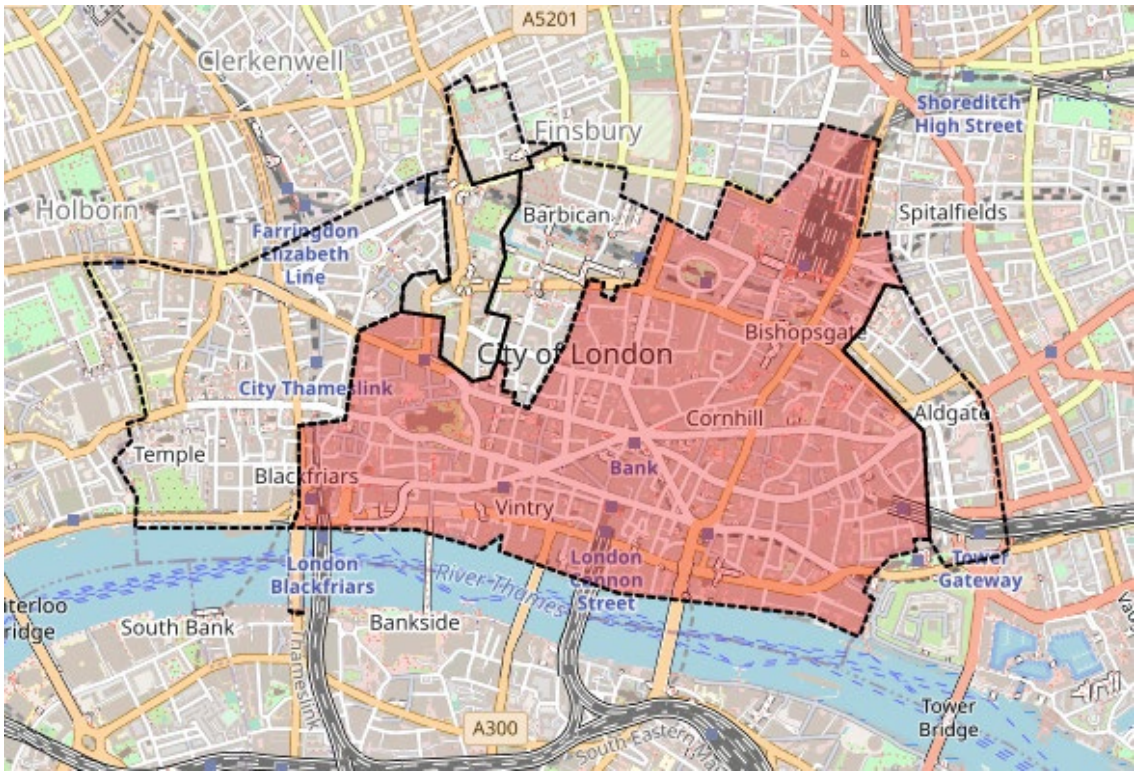
Introduction

3.1 For this assessment, information has been gathered about protected characteristic groups for the City of London 001F Lower Layer Super Output Area (LSOA), the City of London Middle Layer Super Output Area (MSOA) as well as data for London as a whole. The LSOA and MSOA are represented below in Figure 3.1 and Figure 3.2 respectively. Throughout this EqIA, this is referred to as 'the study area'.

3.2 The City of London is a small and densely populated area with high levels of walkability and numerous public transport services. Any given street is likely to be used by people from across the London/the southeast and further afield. Therefore, it is important to consider an area that is wider than the immediate surroundings of the scheme; this requirement is satisfied with the use of LSOA data. Data at the MSOA level is used as a substitute for LSOA data for specific data sets where no greater level of detail is provided.

3.3 London as a whole is included in the assessment to provide greater context to the data for residents living in the City of London.

Figure 3.1: City of London 001F LSOA



Source: Nomis 2022

Figure 3.2: City of London MSOA

Source: Nomis 2022

Data sources used and limitations

3.4 London Travel Demand Survey (LTDS) and Census 2011/2021 data are the two primary data sources used throughout this assessment. Supplementary data sources have also been used and are referenced throughout. For each protected characteristic, data has been collated and analysed, with comparisons made at LSOA, Borough/MSOA, London and national levels, where relevant.

3.5 The LTDS is undertaken every year, and approximately 8,000 households take part in the survey. The responses from this are weighted using an interim expansion factor to approximate the data for the entire population of London, thus providing an insight into how Londoners travel on a weekly basis. Due to the London-wide nature of this survey, it has not been possible to limit the analysis in this EqIA to the specific study area around this proposal, as the low sample size means that it would not be appropriate.

3.6 While Census data is a useful tool for understanding and comparing travel characteristics of an area with another, it does have limitations; particularly that the 2011 dataset is dated, and even more so given the changes brought about by the Covid-19 pandemic. Furthermore, 2021 Census data has been influenced by alterations to ways of living and moving during the Covid-19 pandemic period.

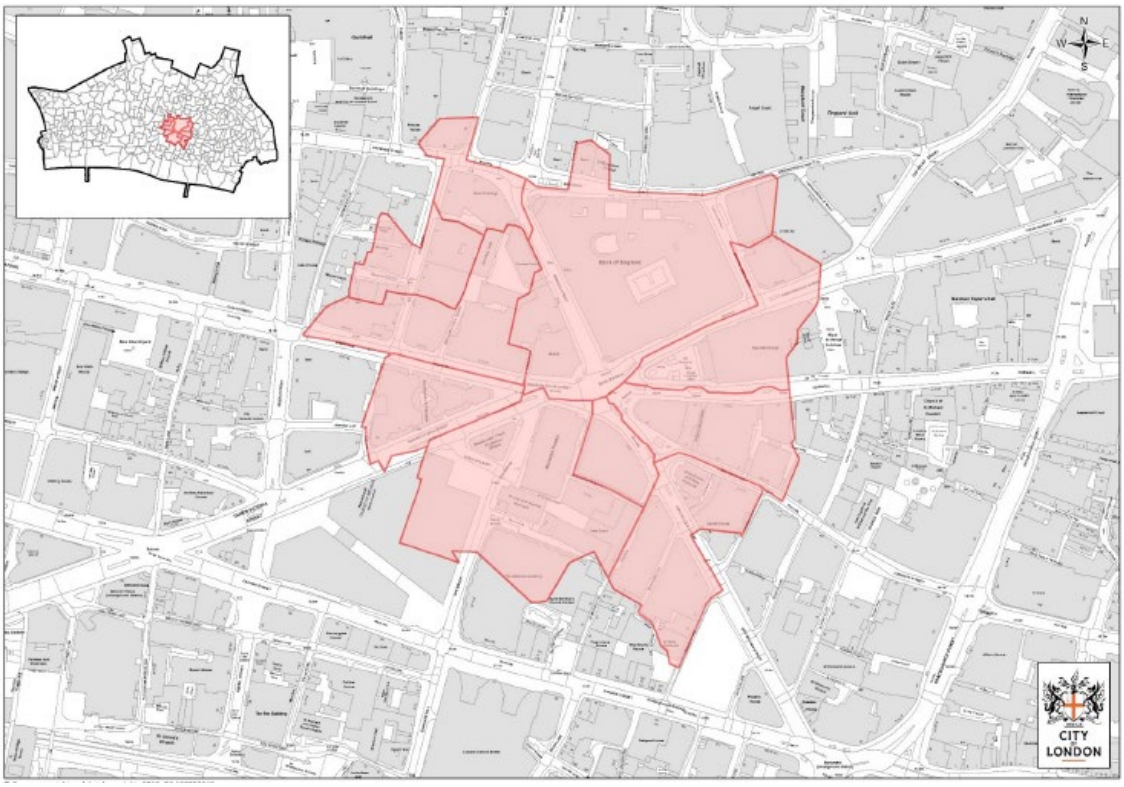
3.7 Though 2021 Census data has been collected prior to the publication of this report, not all data has been released. The Office for National Statistics (ONS) expects to release all data and analysis within two years of the Census. Where relevant 2021 Census data has been made available, it is used in this EqIA.

4 Baseline

4.1 The City of London has a very large workforce in comparison to its usual residential population. The 2011 Census recorded the residential population as 7,400 people and the work force as 357,000 people – almost 50 times the usual residential population which demonstrates significant movement in and out of the City every day.

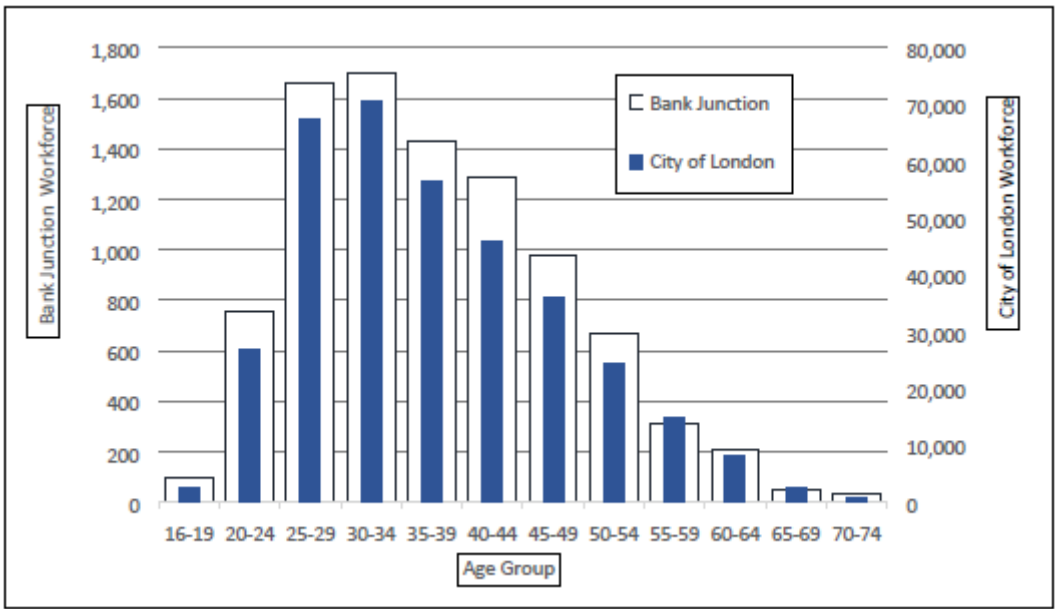
4.2 The workforce located within the Bank Junction Workplace Zone, as defined in the zone shown in Figure 4.1, amounts to 9,100 people. It can be seen in Figure 4.2 that the age profile for the Bank Junction Workplace Zone follows a similar trend to that of the City of London workforce, where the highest age group is those aged 30-34. The workforce in the Bank Junction Workplace Zone is lower when compared to those aged 55+ within the City.

Figure 4.1: Bank on Safety Workplace Zone



Source: Bank on Safety Equality Analysis with data from Office for National Statistics

Figure 4.2: Age of daytime occupants within the Bank Junction Workplace Zone



Source: Bank on Safety Equality Analysis with data from Census 2011

4.3 Office for National Statistics (ONS) mid-2019 estimates show an increase in the City of London residential population to 9,700 people while the 2018 workforce was estimated to be 522,000[1]. The City shows the highest workplace density out of all boroughs in Greater London with the primary land use in the City being offices, which make up more than 70% of all buildings. In absolute terms, the City has the second greatest workforce after the City of Westminster, with a gender split of 64% males and 36% females in 2019[2].

4.4 When compared to Greater London, the City of London has a higher proportion of professional occupations, associated professional and technical occupations, skilled trades occupations, and administrative and secretarial occupations. Professional and associate professional/technical occupations represent over half of occupations within the City.

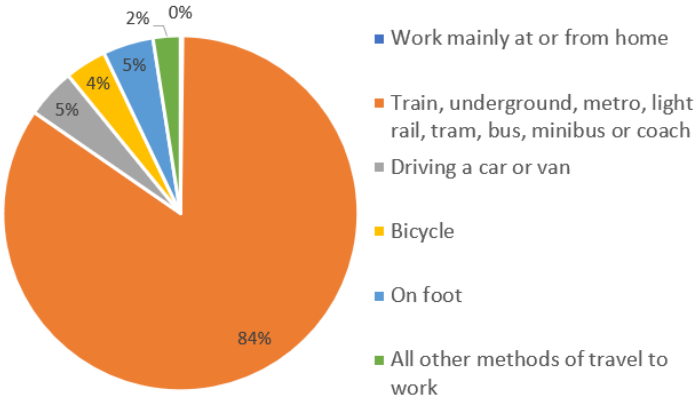
4.5 Census 2011 data shows that of those travelling to the City of London for work, 38% have trips of 10km or less. 36% of trips are between 10km and 30km, while 16% are within 30km and 50km and 9% are 60km or more. Overall, 84% of the workforce uses public transport to travel to the City of London for work, shown in Figure 4.3.

4.6 Please note that these figures may change significantly due to the change in working arrangements and patterns attributed to Covid-19, however the CoL can only act on the latest data available. Census 2021 data on workplace population is due to be released by the ONS in 'Spring 2023'.

[1] https://www.cityoflondon.gov.uk/supporting-businesses/economic-research/statistics-about-the-city

[2] https://www.citywomen.co.uk/wp-content/uploads/2020/02/city-of-london-jobs-factsheet.pdf

Figure 4.3: Method of travel to work for those with a workplace in the City of London



Source: 2011 Census

5 Age

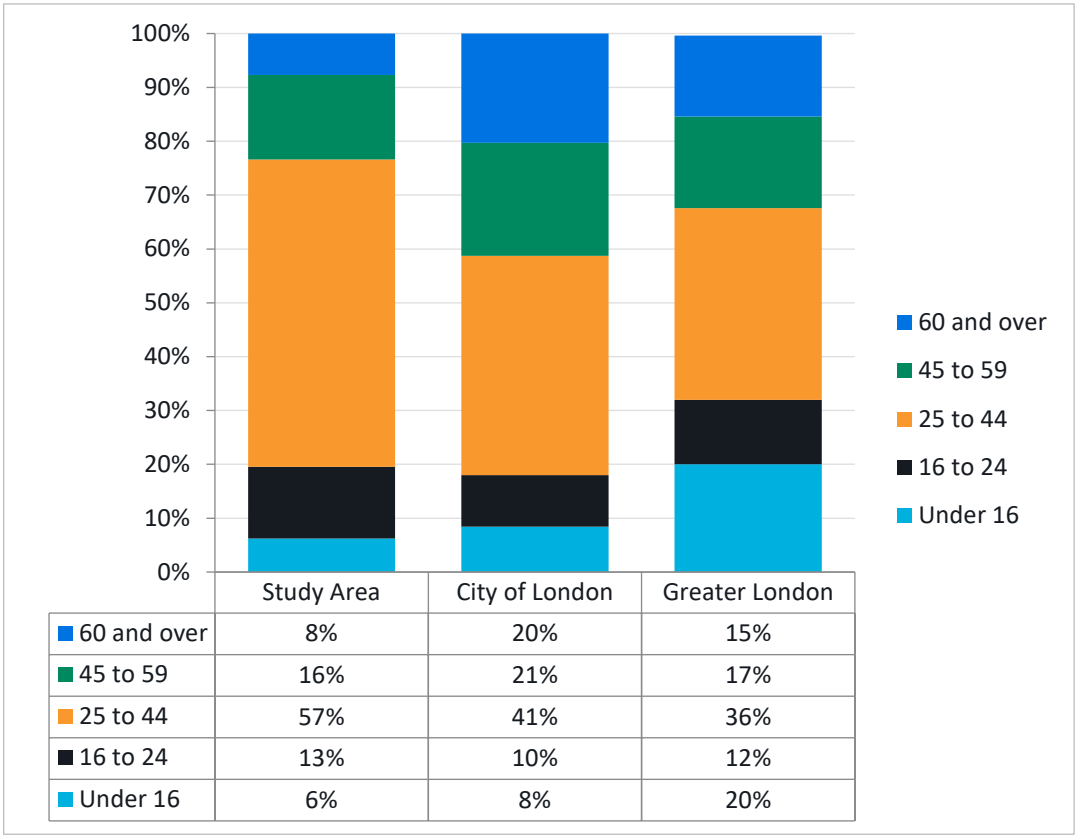
Definition according to the Equality Act 2010

1. In relation to the protected characteristic of age:
   i. A reference to a person of a particular age group
   ii. A reference to persons who share a protected characteristic is a reference to persons of the same age group
2. A reference to an age group is a reference to a group of persons defined by a reference to age, whether by reference to a particular age or to a range of ages.

Baseline equalities data

5.1 As of 2011, the greatest proportion of residents in the study area were in the 25-44 age group (57 per cent) (Figure 5.1). This was significantly higher than both the City of London (41 per cent) and London as a whole (36 per cent). The younger population in the study area matched that of the CoL more closely, however the number of over 60s was much lower in the study area (8 per cent) than in the CoL (20 per cent).

Figure 5.1: Age distribution in the study area, compared to City of London and Greater London in 2011

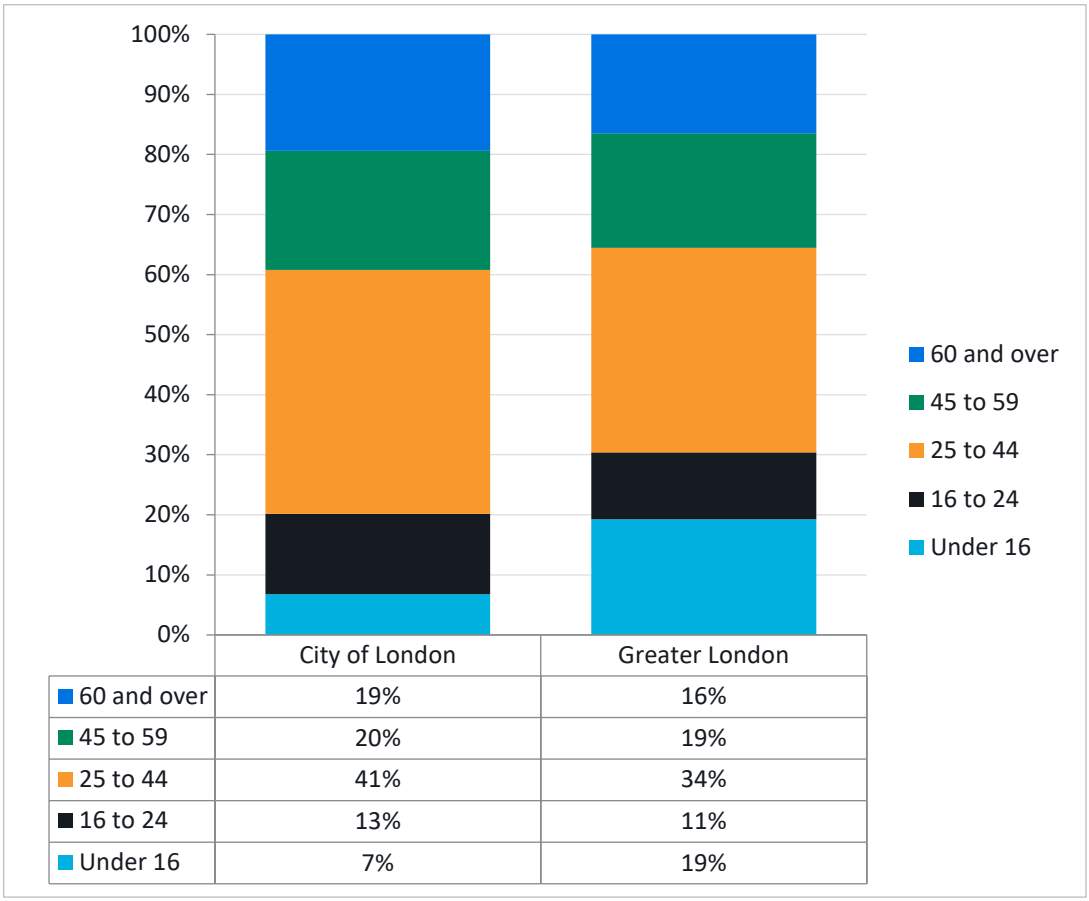


	Study Area	City of London	Greater London
60 and over	8%	20%	15%
45 to 59	16%	21%	17%
25 to 44	57%	41%	36%
16 to 24	13%	10%	12%
Under 16	6%	8%	20%

Source: Census 2011

5.2 More recent data from the 2021 Census is not available at the level of the study area. However, the age distribution for the CoL and Greater London is shown in Figure 5.2. In the period 2011-2021, the number of younger people (16-24) has marginally increased by 3 percentage points, while the number of under 16s and over 60s both decreased by 1 percentage point. Similarly small changes occurred at the Greater London level, implying that the comparison in age distribution between the two scales has remained broadly similar.

Figure 5.2: Age distribution in the City of London and Greater London in 2021



	City of London	Greater London
60 and over	19%	16%
45 to 59	20%	19%
25 to 44	41%	34%
16 to 24	13%	11%
Under 16	7%	19%

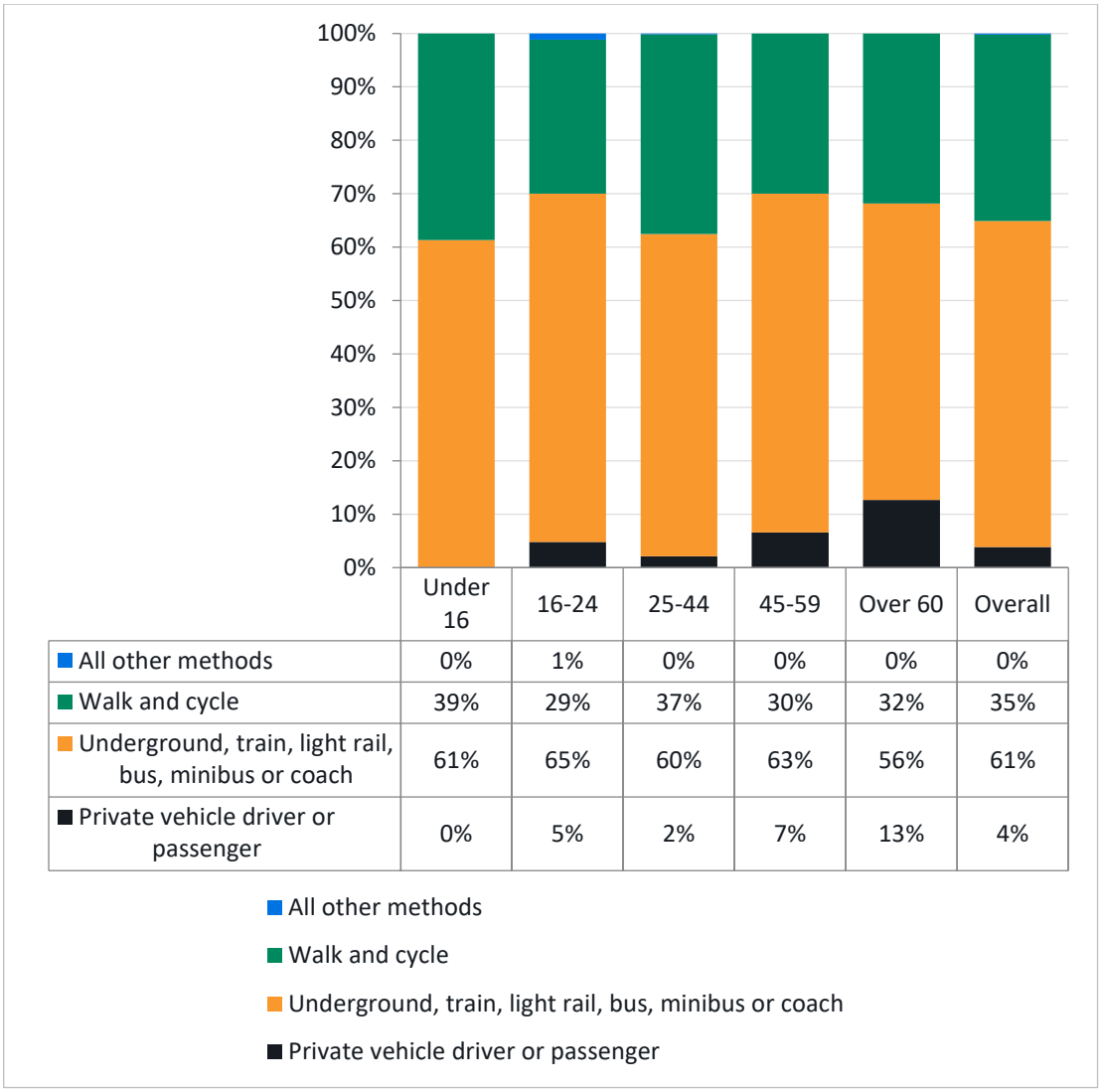
Source: Census 2021

5.3 Figure 5.3 presents LTDS data on how people travel around the CoL within each age group, and Figure 5.4 presents this same information for London as a whole.

5.4 The highest usage of active travel modes (walking and cycling) is among the under 16s (39 per cent), followed by the 25-44 age group (37 per cent). On the other hand, only 29 per cent of 16–24-year-olds walk or cycle. This pattern is consistent with data for Greater London. Public transport is the most popular travel mode in the CoL, used by over 50 per cent of residents in each age group. This is higher than the Greater London public transport mode share across all age groups.

5.5 Notably, only 33 per cent of under 16s use public transport in Greater London. In the CoL, however, this rises to 61 per cent. The use of private vehicles in the CoL is minimal, making up 4 per cent of all journeys. Over 60s use private vehicles more than any other age group (13 per cent).

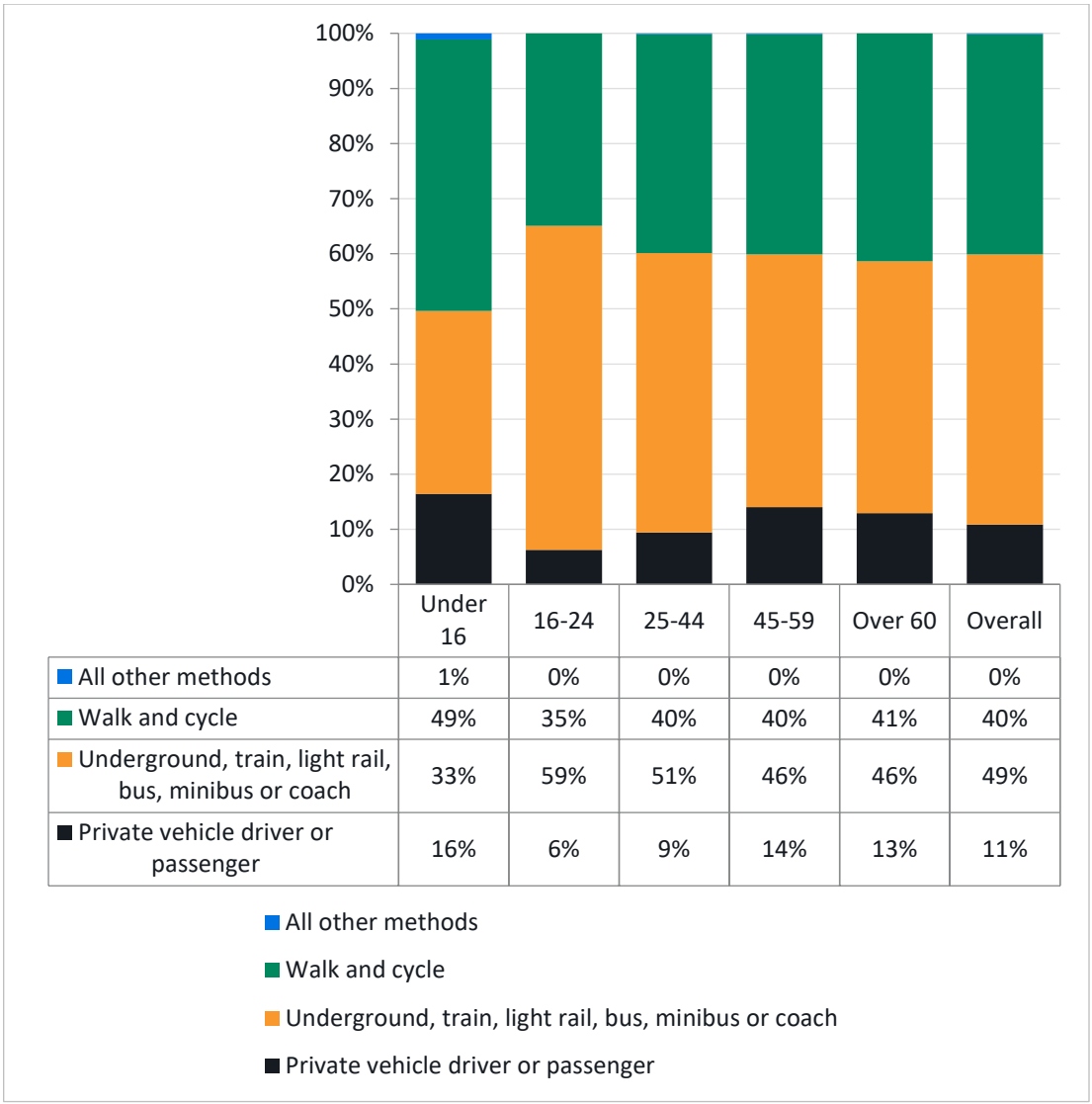
Figure 5.3: Mode share by age in City of London



	Under 16	16-24	25-44	45-59	Over 60	Overall
All other methods	0%	1%	0%	0%	0%	0%
Walk and cycle	39%	29%	37%	30%	32%	35%
Underground, train, light rail, bus, minibus or coach	61%	65%	60%	63%	56%	61%
Private vehicle driver or passenger	0%	5%	2%	7%	13%	4%

Source: LTDS average (2017/18, 2018/19, 2019/20)

Figure 5.4: Mode share by age in Greater London



	Under 16	16-24	25-44	45-59	Over 60	Overall
All other methods	1%	0%	0%	0%	0%	0%
Walk and cycle	49%	35%	40%	40%	41%	40%
Underground, train, light rail, bus, minibus or coach	33%	59%	51%	46%	46%	49%
Private vehicle driver or passenger	16%	6%	9%	14%	13%	11%

Source: LTDS average (2017/18, 2018/19, 2019/20)

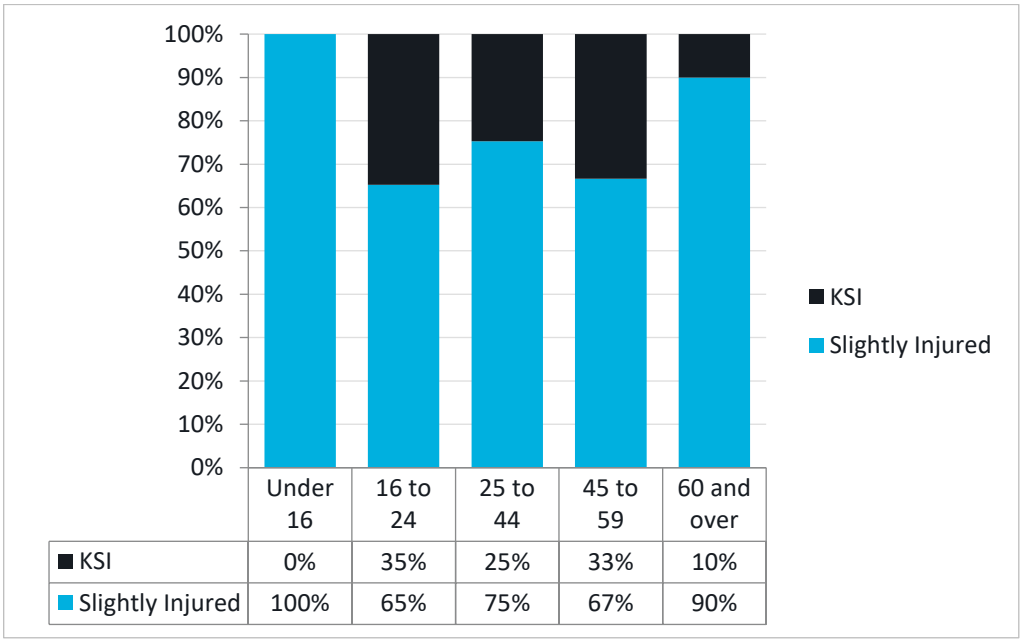
5.6 Killed and Seriously Injured (KSIs) and Slightly Injured casualties by age category are shown in Figure 5.5 below. In total there were 42 KSIs and 115 Slightly Injured casualties in 2021.

5.7 Recorded KSIs are highest for the 16-24 age group (35 per cent) and the 45-59 age group (33 per cent). This indicates that these age groups are disproportionately more likely to suffer more severe consequences if they are a casualty in a collision.

5.8 Across the UK, 10-14 age group road accidents make up over 50 per cent of all external causes of death. Moreover, 15–19-year-olds experience almost double the risk of death from road traffic accidents (82.5 deaths per million population) in comparison to the general population.

(42.2 deaths per million population). For males in this age group the risk is higher still at 127.3 deaths per million population[3].

Figure 5.5: Percentage killed or seriously injured by age in City of London (2021)



	Under 16	16 to 24	25 to 44	45 to 59	60 and over
KSI	0%	35%	25%	33%	10%
Slightly Injured	100%	65%	75%	67%	90%

Source: STATS19, 2021

Impact assessment

Potential disproportionately positive impacts

- **Walking environment**: The proposed widened and improved footways along either side of King William Street will provide people with additional comfort when making trips on foot, particularly at peak hours when pedestrian volumes are at their highest and footways at their busiest. This is likely to disproportionately benefit older people, as older people are more likely to live with mobility impairments due to aging, and increased space for walking is likely to create a more comfortable and pleasant environment. This will also disproportionately benefit younger people, specifically those aged under-16 who have the highest mode share for walking and cycling (39 per cent).
- The proposals include the removal of the temporary extensions to the footway, consisting of painted lines in the carriageway and wands to protect from traffic, and the creation of a new kerb line to replace this. This removes the requirement to be able to step down a kerb to benefit from this footway extension, and ensures the space is accessible for all.
- **Bus improvements**: Resurfacing of the carriageway along King William Street will improve the passenger experience for bus users, with a smoother ride and fewer bumps. This may disproportionately benefit older bus users who may be more sensitive to these movements.
- Maintaining the restrictions for private motor vehicles will continue to aid the flow of buses through this area, maintaining journey times and reliability. This is likely to

[3] https://www.london.gov.uk/sites/default/files/air_quality_for_public_health_professionals_-_city_of_london.pdf

disproportionately positively impact younger people aged between 16-24 who have the highest mode share for public transport in the City of London (59 per cent).

- Furthermore, the improved walking environment will benefit bus users, as every bus journey starts and ends on foot. This may disproportionately benefit older people, who on average are more likely to experience age related impairments which can make walking more difficult.
- **Crossing the street:** The installation of a new dropped kerb at the southern end of King William Street will allow for easier crossing of the road, removing a step down into the street that could create difficulty for an older person with mobility impairments. Likewise, the increased footway width and reduced carriageway width will result in a shorter walk across the road, decreasing the likelihood of any clash with road traffic. This will further benefit older people who may require longer to cross the road if they have mobility impairments.
- **Taxi and private hire vehicle access:** Allowing taxi and private hire vehicle (PHV) access for the picking up and dropping off of passengers along King William Street would improve the overall accessibility of the street by allowing for door-to-door transport, decreasing walking distances from the potential pick up or drop off points.
- This is likely to disproportionately benefit those who are reliant upon cars for mobility, particularly those aged 65 and over, who are more likely to have physical impairments that may limit alternative transport use. This amendment to the scheme would also assist with mitigating the access limitations highlighted within the previous EqIA (for the ETO scheme), which noted that for those aged over 65 the reduction in on-street parking may necessitate increased walking distances for those that drive.
- **Cycling:** The permanent extension of the footway will remove the temporary infrastructure of the ETO, which used the former advisory cycle lane as a temporary extension to the footway. This left a confusing road layout between former cycling infrastructure and the temporary pedestrian one, with the protected strip of road featuring painted symbols for both users. The removal of this is likely to disproportionately benefit younger people aged under-16 who have the highest mode share for walking and cycling (39 per cent) by removing a confusing road layout and reducing the likelihood of clashes between road users.

Potential disproportionately negative impacts

- **Increased journey times**: While the proposed scheme is likely to create a healthier street for residents and visitors, maintaining the restriction on private motor traffic will retain the longer journey times for people travelling by car or taxi/PHV during the hours of 7am to 7pm (while taxis and PHVs can pick up and drop off, they cannot use King William Street as a through route) – this may include people who are reliant upon private cars for mobility. This was also highlighted in the previous EqIA, noting that private cars can be particularly necessary for people aged 65 and over, who are more likely to be living with physical impairments which prevent them using alternative modes of transport.
- In the CoL, people aged over 60 use private vehicles more than any other age group and are therefore likely to be disproportionately negatively impacted. Travelling can also be uncomfortable for some people (for example, those who live with anxiety, or those who require quick access to toilets), particularly for older people, therefore extended journey times could exacerbate this issue. It is important to recognise however that this this proposed scheme does not exacerbate this existing issue, but it would make it permanent.

- **Crossing the street:** Removal of traffic islands will decrease the protection for those crossing the road. It should be noted that the only formal crossing points on the street are at the junction of Monument and at Bank, 250 metres apart. This may encourage informal crossing of the street which contains a high bus flow and will now require those wanting to cross the road to do so in one movement, without the option to stop in the centre.
- Thus, despite a reduced carriageway width, crossing the street will require the individual to walk further than previously to be protected from traffic. This may disproportionately impact older people who are more likely to have mobility impairments and may take more time or be more unsure of crossing the road.
- **Cycling:** Making the removal of the advisory cycle lanes permanent could have a disproportionately negative impact upon younger people, as it may reduce the levels of perceived safety, which could deter some people from cycling. In the CoL, under 16s have the largest mode share for active travel modes (39 per cent).
- **Road safety:** Younger people are at greater risk of being killed or seriously injured, for the 10-14 age group road accidents make up over 50 per cent of all external causes of death. Moreover, 15–19-year-olds experience almost double the risk of death from road traffic accidents (82.5 deaths per million population) in comparison to the general population (42.2 deaths per million population).
- Thus, any reduction in protection from road traffic, such as the removal of traffic islands combined with any increased speed of road traffic, predominantly large buses, may disproportionately impact younger age groups. This is partially mitigated by the introduction of the new dropped kerb and shortened walk across the road.

Recommended mitigating actions

- **Introduction of a formal crossing point:** The installation of a formal crossing point on King William Street should be considered to mitigate for the loss of the informal crossing points provided by the existing traffic islands. This would make it safer and more convenient for all users to cross the street.
- **Cycling provision:** It is recommended that the CoL explore ways to mitigate the impacts of removing the advisory cycle lanes. It is unlikely that the proposed scheme would meet LTN 1/20s thresholds for mixing people cycling with motor traffic due to the high volumes of traffic, plus the percentage large vehicles. If a solution cannot be found on King William Street, attention could be given to provision of other alternative cycle routes in the immediate area.
- **Accessibility**: Ensure that any additional space created for pedestrians is accessible to all users, for example by ensuring that new space is flush with existing footways, or alternatively that ramps are provided. Furthermore, with the introduction of street trees, pedestrian comfort levels should be assessed to establish whether their inclusion would materially impact on the walking environment.

6 Disability

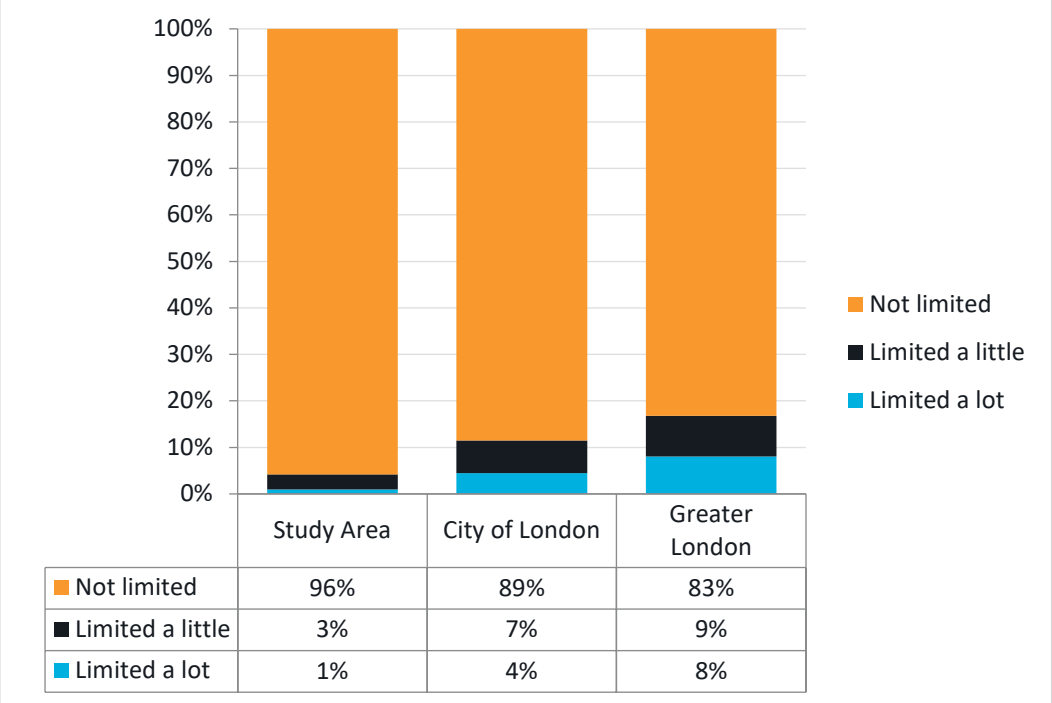
Definition according to the Equality Act 2010

1. A person (P) has a disability if:
    a. P has a physical or mental impairment, and
    b. the impairment has a substantial and long-term adverse effect on P's ability to carry out normal day-to-day activities.

Baseline equalities data

6.1 In the study area, Census 2011 data shows that 96 per cent of residents feel that they have no physical or mental impairments affective their daily activities (Figure 6.1). This is notably higher than both in the CoL (89 per cent) and Greater London (83 per cent). The number of residents in the study area for whom daily activities are 'limited a lot' account for just 1 per cent of the population, compared to 8 per cent for Greater London. Further 3 per cent of residents is the study area said they were 'limited a little', compared to 9 per cent for Greater London.

Figure 6.1: Population limited by long-term health problems or disabilities in the study area, City of London and Greater London

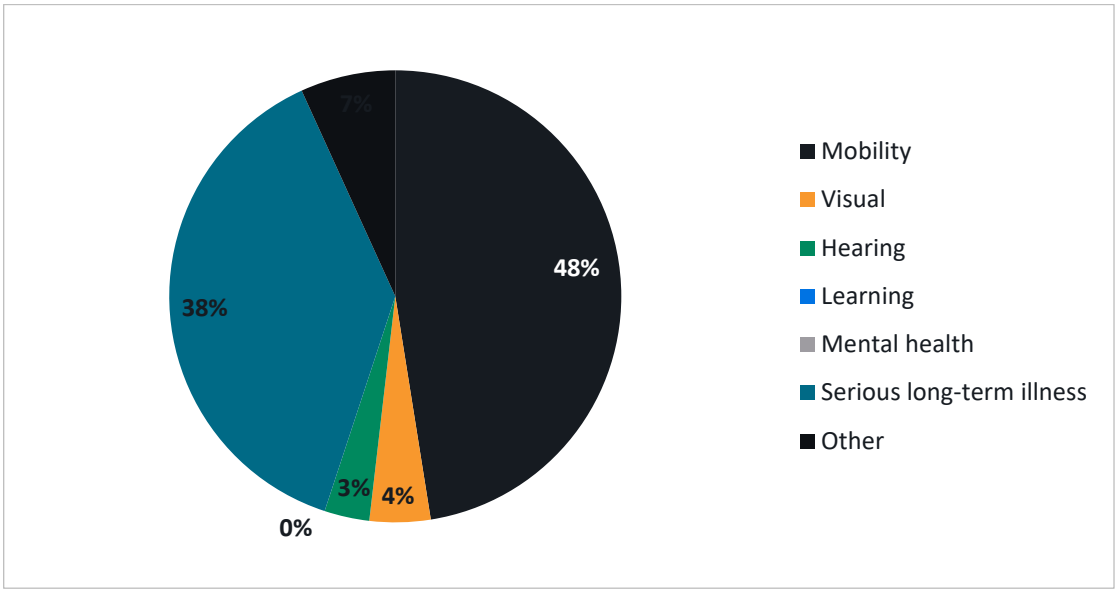


	Study Area	City of London	Greater London
Not limited	96%	89%	83%
Limited a little	3%	7%	9%
Limited a lot	1%	4%	8%

Source: Census 2011

6.2 Impairment types stated by those who live in the City of London which affect daily travel are shown in Figure 6.2. Mobility impairment represents the highest proportion (48 per cent), followed by impairment due to serious long-term illness (38 per cent). It should be noted that this data is based on a small sample, therefore results should be taken as a general indication only.

Figure 6.2: Impairment types stated by those with an impairment affecting travel in City of London

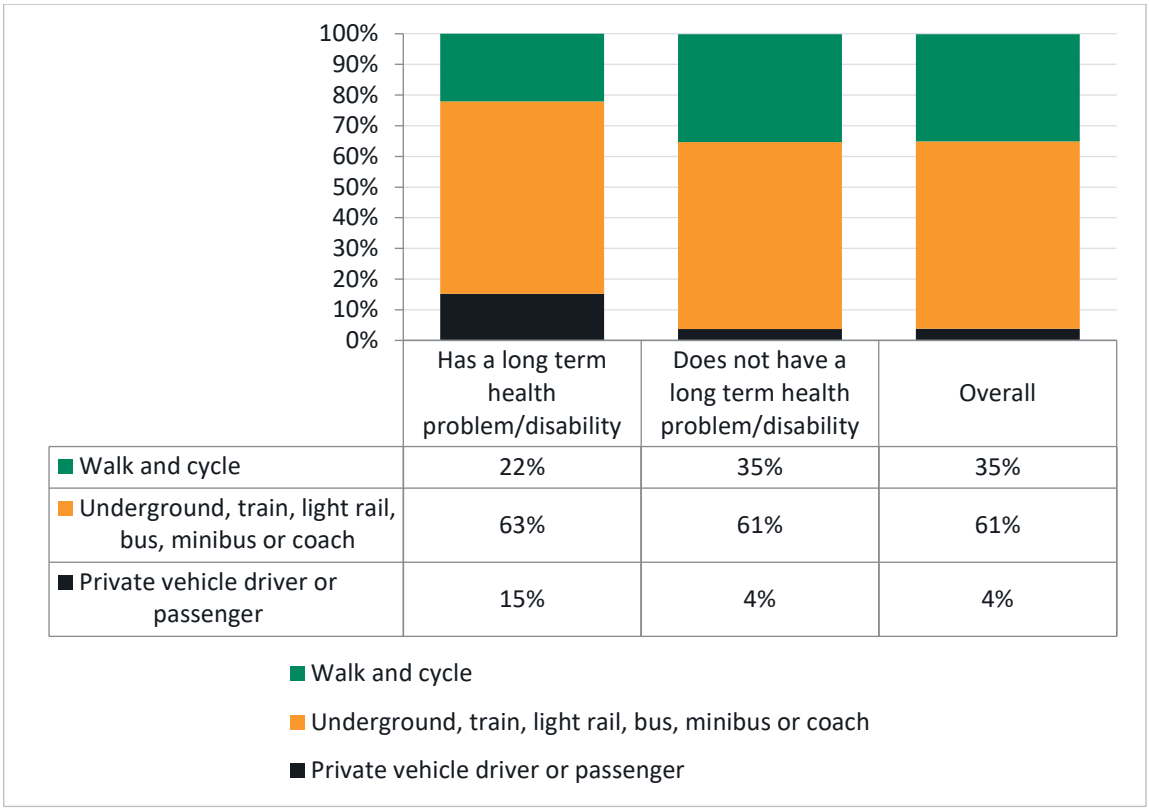


Source: LTDS average (2017/18, 2018/19, 2019/20)

6.3 The mode share for people with a long-term health problem or disability in the City of London and Greater London is shown in Figure 6.3 and Figure 6.4 respectively. In the CoL, people with a long-term health problem or disability are more likely to use public transport (63 per cent vs 61 per cent) and more likely to use private vehicles (15 per cent vs 4 per cent) than those without. However, they are less likely to walk or cycle than people without a long-term health problem or disability (22 per cent vs 35 per cent).

6.4 This pattern is significantly more pronounced than that for Greater London, where the modal split for people with and without long-term health problems or disabilities is very similar. In contrast to the CoL, the data for Greater London shows that people with a long-term health problem or disability are less likely to use public transport than those without (27 per cent vs 30 per cent).

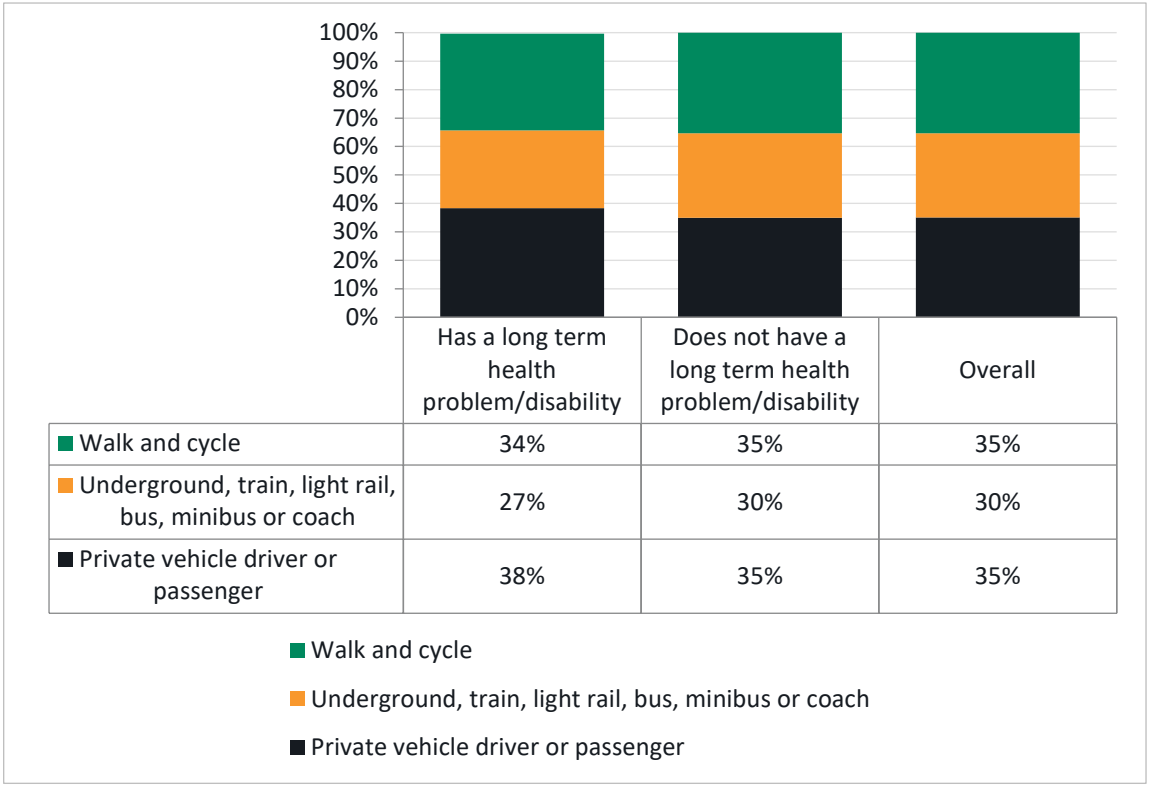
Figure 6.3: Mode share of those with a long-term health problem or disability in City of London



	Has a long term health problem/disability	Does not have a long term health problem/disability	Overall
Walk and cycle	22%	35%	35%
Underground, train, light rail, bus, minibus or coach	63%	61%	61%
Private vehicle driver or passenger	15%	4%	4%

Source: LTDS average (2017/18, 2018/19, 2019/20)

Figure 6.4: Mode share of those with a long-term health problem or disability in Greater London



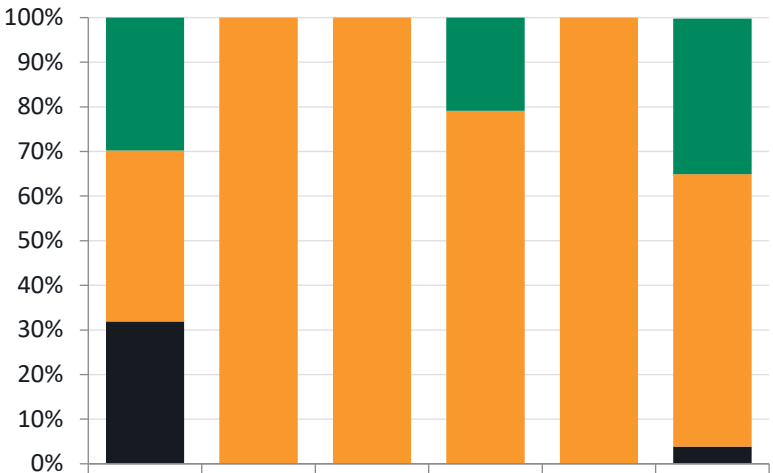
	Has a long term health problem/disability	Does not have a long term health problem/disability	Overall
Walk and cycle	34%	35%	35%
Underground, train, light rail, bus, minibus or coach	27%	30%	30%
Private vehicle driver or passenger	38%	35%	35%

Source: LTDS average (2017/18, 2018/19, 2019/20)

6.5 The mode share for people with specific impairments in City of London and Greater London is shown in Figure 6.5 and Figure 6.6 respectively. Public transport is the dominant mode of travel for people with visual and hearing impairments, serious long-term health conditions and 'other' impairments; it makes up 100 per cent of the mode share for people with visual and hearing impairments, however this must be taken into the context of the small sample size that this data is derived from. The modal split for individuals with mobility impairments is more even, with only 38 per cent using public transport, 32 per cent using private vehicles, and 30 per cent undertaking active travel.

6.6 Compared to the CoL, mode share across impairment types for Greater London shows a much greater uptake of active travel and private vehicle use, along with lower public transport mode share. Groups with mobility (46 per cent) and learning (42 per cent) impairments are most likely to use private vehicles, while those with mental health impairments are most likely to undertake active travel (47 per cent).

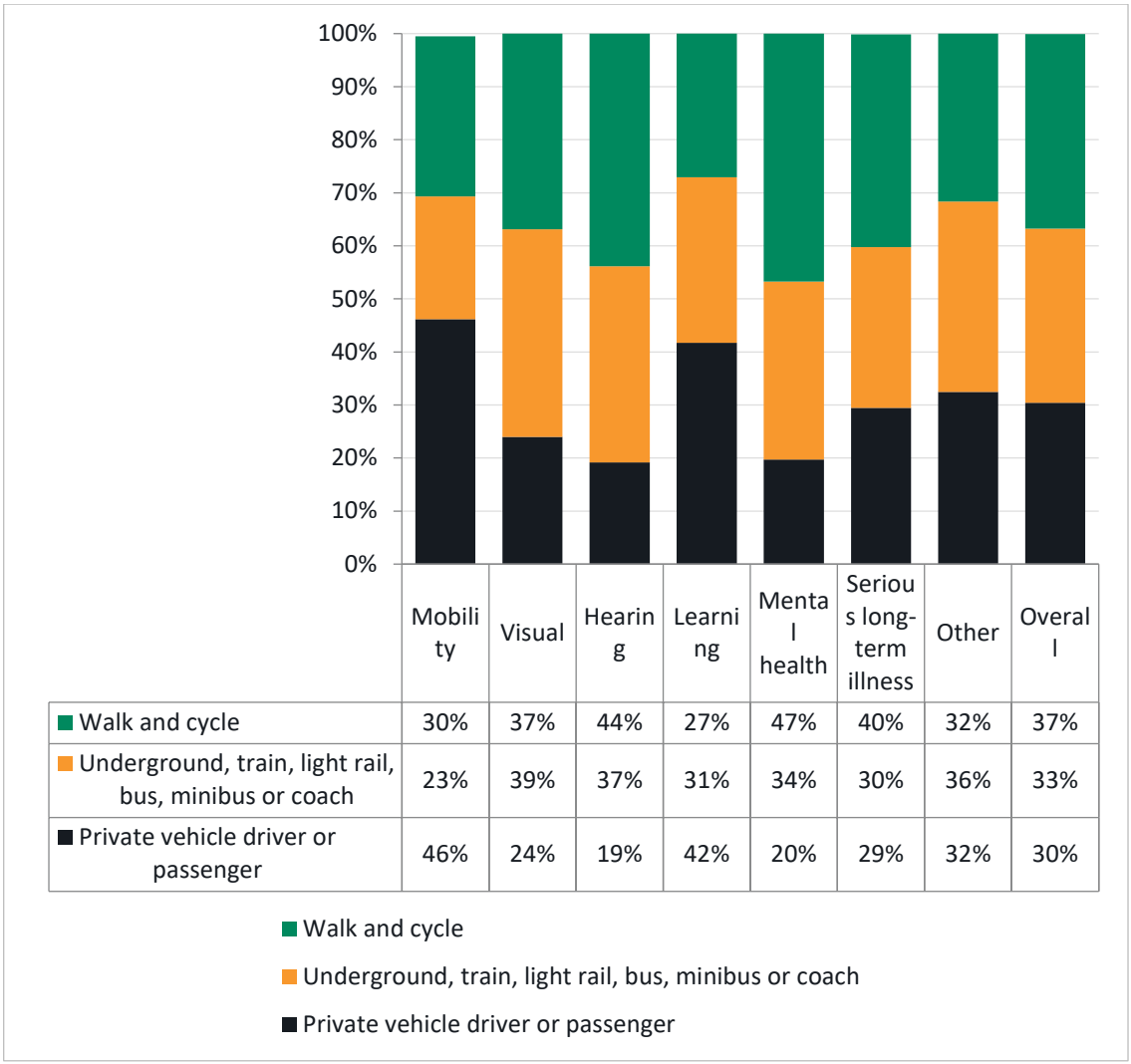
Figure 6.5: Mode share of those with a specific impairment affecting daily travel in City of London



	Mobility	Visual	Hearing	Serious long-term illness	Other	Overall
Walk and cycle	30%	0%	0%	21%	0%	35%
Underground, train, light rail, bus, minibus or coach	38%	100%	100%	79%	100%	61%
Private vehicle driver or passenger	32%	0%	0%	0%	0%	4%

Source: LTDS average (2017/18, 2018/19, 2019/20)

Figure 6.6: Mode split by those with a specific impairment affecting daily travel in Greater London



	Mobility	Visual	Hearing	Learning	Mental health	Serious long-term illness	Other	Overall
Walk and cycle	30%	37%	44%	27%	47%	40%	32%	37%
Underground, train, light rail, bus, minibus or coach	23%	39%	37%	31%	34%	30%	36%	33%
Private vehicle driver or passenger	46%	24%	19%	42%	20%	29%	32%	30%

Source: LTDS average (2017/18, 2018/19, 2019/20)

6.7 Focusing on disabled cyclists, the Wheels for Wellbeing annual survey (2019/20)[4] showed that 65 per cent of disabled cyclists use their cycle as a mobility aid, and 64 per cent found cycling easier than walking. Survey results also show that 31 per cent of disabled cyclists cycle for work or to commute to work and many found that cycling improves their mental and physical health.

6.8 Inaccessible cycle infrastructure was found to be the biggest barrier to cycling, followed by the prohibitive cost of adaptive cycles and the absence of legal recognition of the fact that cycles are mobility aids on par with wheelchairs and mobility scooters. These results are presented on a national level, yet it should be noted that the data is based on a small sample and results should be taken as an indication only.

[4] https://wheelsforwellbeing.org.uk/wp-content/uploads/2020/07/WFWB-Annual-Survey-Report-2019-FINAL.pdf

Impact assessment

Potential disproportionately positive impacts

- **Walking environment**: The proposed widened and improved footways along either side of King William Street will provide people with additional comfort when making trips on foot, particularly at peak hours when pedestrian volumes are at their highest and footways at their busiest. This includes the removal of the temporary extensions to the footway, that included painted lines in the carriageway and wands to protect from traffic, and the creation of a new kerb line to replace this. This removes the requirement to be able to step down a kerb to benefit from this footway extension, and ensures the space is accessible for all. This is likely to disproportionately benefit people with mobility impairments as increased space for walking is likely to create a more comfortable and pleasant environment.
- **Crossing the street:** The installation of a new dropped kerb at the southern end of King William Street will allow for easier crossing of the road, removing a step down into the street that could create difficulty for anyone with a mobility impairment. Likewise, the increased footway width and reduced carriageway width will result in a shorter walk across the road, decreasing the likelihood of any clash with road traffic. This will further benefit those whose physical impairments who need more time to cross the road.
- **Bus improvements**: Resurfacing of the carriageway along King William Street will improve the passenger experience for bus users, with a smoother ride and fewer bumps. This may disproportionately benefit bus users with physical impairments who may be more sensitive to these movements.
- Maintaining the ETOs restrictions for private motor vehicles will continue to aid the flow of buses through this area, maintaining journey times and reliability. This is likely to disproportionately positively people with a long-term health problem or disability in the CoL, who are more likely to use public transport (63 per cent vs 61 per cent) than those without.
- Furthermore, the improved walking environment will benefit bus users, as every bus journey starts and ends on foot. This may disproportionately benefit disabled people, particularly those with physical impairments which can make walking more difficult.
- **Taxi and PHV access**: Allowing taxi and private hire vehicle (PHV) access for picking up and dropping off passengers along King William Street would improve the overall accessibility of the street by allowing for door-to-door transport, decreasing walking distances from the potential pick up or drop off points. This is likely to disproportionately benefit disabled people who may be more reliant upon cars for mobility, particularly those with physical impairments that may limit alternative transport use.
- This amendment to the scheme would also assist with mitigating the access limitations highlighted within the previous EqIA (for the ETO scheme), which noted that the scheme may disproportionately impact those with mobility impairments that rely on door-to-door access.

Potential disproportionately negative impacts

- **Increased journey times**: While the proposed scheme is likely to create a healthier street for residents and visitors, maintaining the restriction on private motor traffic will retain the longer journey times for people travelling by car or taxi/PHV during the hours of 7am to 7pm (while taxis and PHVs can pick up and drop off, they cannot use King William

Street as a through route) – this may include people who are reliant upon private cars for mobility.

- In the CoL, groups with mobility (46 per cent) and learning (42 per cent) impairments are most likely to use private vehicles and are therefore likely to be disproportionately negatively impacted. Travelling can also be uncomfortable for some disabled people (for example, those who live with anxiety, or those who require quick access to toilets), therefore extended journey times could exacerbate this issue. It is important to recognise however that this this proposed scheme does not exacerbate this existing issue, but it would make it permanent
- **Cycling:** Making the removal of the advisory cycle lanes permanent could have a disproportionately negative impact upon those who use their cycle as a mobility aid, as it may reduce the levels of perceived safety, which could deter some people from cycling.
- **Crossing the street:** Removal of traffic islands will decrease the protection for those crossing the road. It should be noted that the only formal crossing points on the street are at the junction of Monument and at Bank, 250 metres apart. This may encourage informal crossing of the street which contains a high bus flow and will now require those wanting to cross the road to do so in one movement, without the option to stop in the centre.
- Thus, despite a reduced carriageway width, crossing the street will require the individual to walk further than previously to be protected from traffic. This may disproportionately impact people who have disabilities and who are more likely to have mobility impairments, meaning they may take more time, or be more unsure of crossing the road.

Recommended mitigating actions

- **Introduction of a formal crossing point:** The installation of a formal crossing point on King William Street should be considered to mitigate for the loss of the informal crossing points provided by the existing traffic islands. This would make it safer and more convenient for all users to cross the street.
- **Cycling provision:** It is recommended that the CoL explore ways to mitigate the impacts of removing the advisory cycle lanes. It is unlikely that the proposed scheme would meet LTN 1/20s thresholds for mixing people cycling with motor traffic due to the high volumes of traffic, plus the percentage large vehicles. If a solution cannot be found on King William Street, attention could be given to provision of other alternative cycle routes in the immediate area.
- **Accessibility**: Ensure that any additional space created for pedestrians is accessible to all users, for example by ensuring that new space is flush with existing footways, or alternatively that ramps are provided. Furthermore, with the introduction of street trees, pedestrian comfort levels should be assessed to establish whether their inclusion would materially impact on the walking environment.

7 Pregnancy and maternity

Definition according to the Equality Act 2010

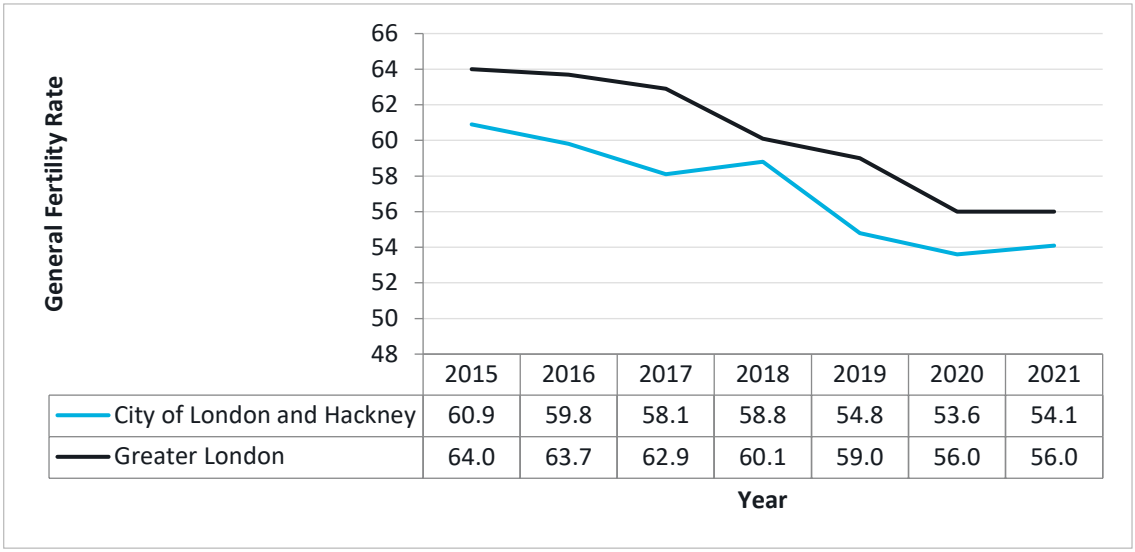
7.1 As per the Equality Act 2010, pregnancy is the condition of being pregnant or expecting a baby, and maternity refers to the period after the birth, and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth.

Baseline equalities data

7.2 In 2021, the General Fertility Rate (GFR) in City of London and Hackney[5] was 54.1 births per 1,000 women aged 15-44, while the GFR for London was 56 per 1,000 women. This suggests that slightly fewer women of this age group were likely to be pregnant or have given birth in 2021 in the City of London and Hackney, compared to the Greater London average.

7.3 Data shows that overall, the number of live births has been gradually falling in City of London and Hackney, and in London as a whole. During this time, the GFR for City of London and Hackney remained consistently below the Greater London average. In 2018, there was a slight increase in the fertility rate in the City, before continuing to fall, yet it remained below the Greater London rate (Figure 7.1).

Figure 7.1: General Fertility Rate per year in City of London and Hackney compared to the Greater London average



	2015	2016	2017	2018	2019	2020	2021
City of London and Hackney	60.9	59.8	58.1	58.8	54.8	53.6	54.1
Greater London	64.0	63.7	62.9	60.1	59.0	56.0	56.0

Source: ONS. Births and Fertility Rates, Borough

[5] City of London has been grouped with Hackney after 2004 in the dataset: **Births and Fertility Rates, Borough - London Datastore**

Impact assessment

Potential disproportionately positive impacts

- **Walking environment**: The proposed widened and improved footways along either side of King William Street will provide people with additional comfort when making trips on foot, particularly at peak hours when pedestrian volumes are at their highest and footways at their busiest. This includes the removal of the temporary extensions to the footway, consisting of painted lines in the carriageway and wands to protect from traffic, and the creation of a new kerb line to replace this. This removes the requirement to be able to step down a kerb to benefit from this footway extension, and ensures the space is accessible for all.
- This will create a safer environment, particularly important for pregnant people and mothers with new-born children. Improvements to footways, including widening and resurfacing will create more even and smooth surfaces on which to push a pram, improving overall journey experience.
- **Crossing the street:** Removal of traffic islands will decrease the protection for those crossing the road. It should be noted that the only formal crossing points on the street are at the junction of Monument and at Bank, 250 metres apart. This may encourage informal crossing of the street which contains a high bus flow and will now require those wanting to cross the road to do so in one movement.
- Thus, despite a reduced carriageway width, crossing the street may be less accessible to some users. This may disproportionately negatively impact pregnant people, or mothers with new-born children, who may feel less confident in crossing the street.

Potential disproportionately negative impacts

- **Essential car trips**: Pregnant people may find walking and cycling difficult due to the physical exertion when pregnant. These groups may therefore have a greater need for to-door transport such as private cars. Impacts then upon journey times and direct access due to private traffic restrictions may have disproportionately negative impacts upon pregnant people.
- **Crossing the street:** Removal of traffic islands will decrease the protection for those crossing the road. It should be noted that the only formal crossing points on the street are at the junction of Monument and at Bank, 250 metres apart. This may encourage informal crossing of the street which contains a high bus flow and will now require those wanting to cross the road to do so in one movement, without the option to stop in the centre.
- Thus, despite a reduced carriageway width, crossing the street will require the individual to walk further than previously to be protected from traffic. This may disproportionately impact pregnant people or those with young children, who may take more time to cross the road or travelling with prams/younger children that might require more time to navigate kerbs.

Recommended mitigating actions

- **Accessibility**: Ensure that any additional space created for pedestrians is accessible to all users, for example by ensuring that new space is flush with existing footways, or alternatively that ramps are provided. Furthermore, with the introduction of street trees, pedestrian comfort levels should be assessed to establish whether their inclusion would materially impact on the walking environment.

- **Introduction of a formal crossing point:** The installation of a formal crossing point on King William Street should be considered to mitigate for the loss of the informal crossing points provided by the existing traffic islands. This would make it safer and more convenient for all users to cross the street.

8 Race

Definition according to the Equality Act 2010

1. Race includes:

    a. colour;
    b. nationality;
    c. ethnic or national origins.

2. In relation to the protected characteristic of race -

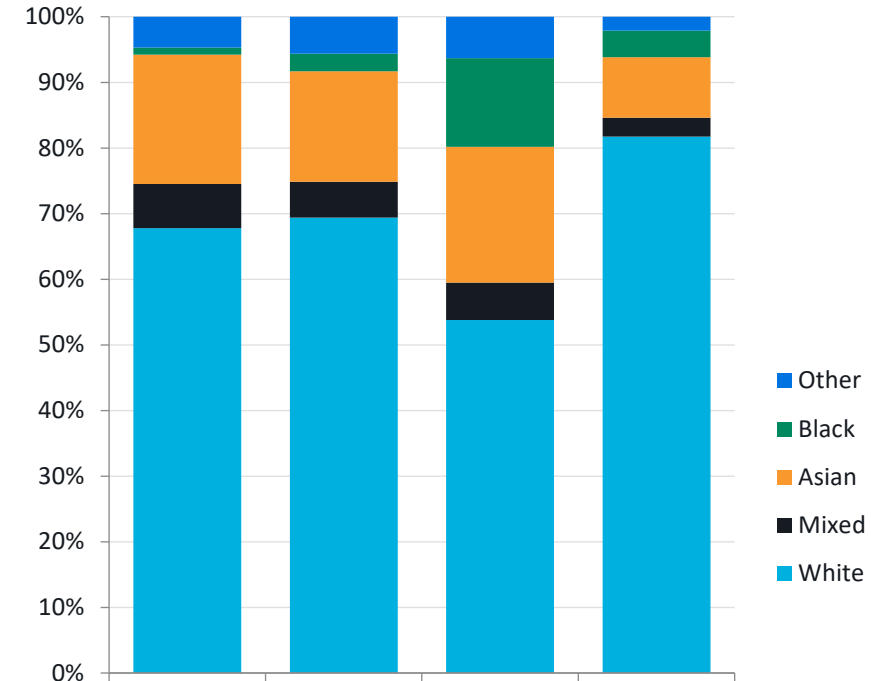
    a. a reference to a person who has a particular protected characteristic is a reference to a person of a particular racial group;
    b. a reference to persons who share a protected characteristic is a reference to persons of the same racial group.

Baseline equalities data

8.1 Figure 8.1 presents the population of the study area and City of London by ethnicity. Based on Census 2021 data, 69% of the borough's population is 'White', making it the most common ethnicity. This is much higher than the Greater London average share of 54%. The second most common ethnicity is 'Asian' making up 17% and 20% of the residential population in the City and study area respectively.

8.2 14% of residents in Greater London are 'Black', compared to only 1% of residents in the study area. In the study area, 7% identify as 'Mixed', which is a greater share compared to in the borough, Greater London and at a national level.

Figure 8.1: Study area and City of London ethnicity compared to London and national averages



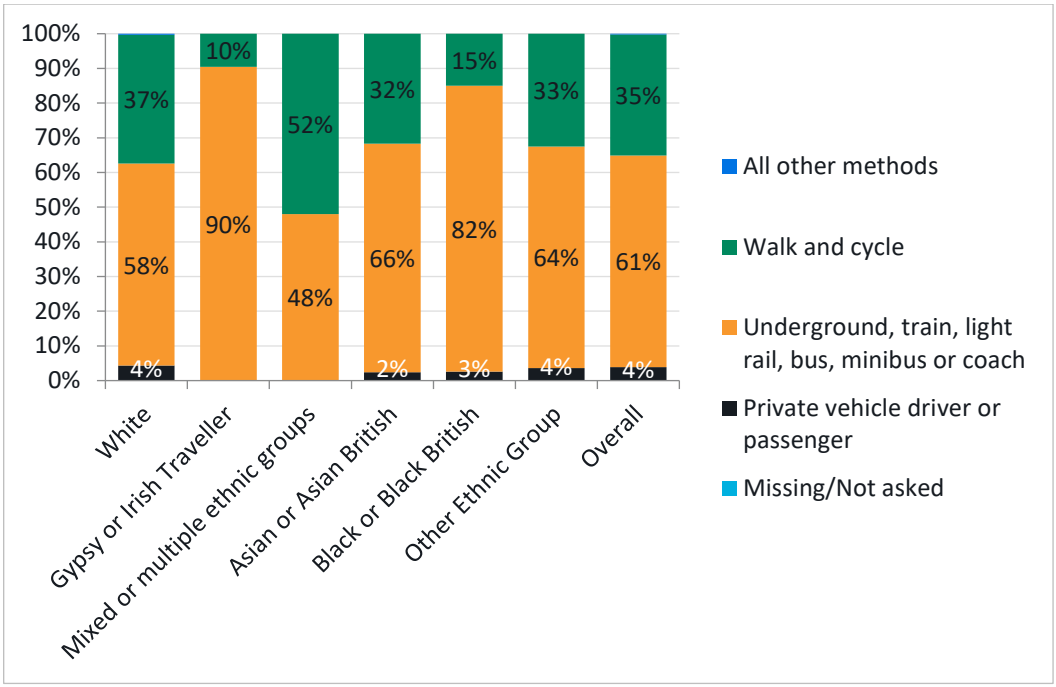
	Study Area	City of London	Greater London	England and Wales
Other	5%	6%	6%	2%
Black	1%	3%	14%	4%
Asian	20%	17%	21%	9%
Mixed	7%	5%	6%	3%
White	68%	69%	54%	82%

Source: Census 2021

8.3 Based on usual travel modes from the LTDS data presented in Figure 8.2, in City of London, 'Mixed or multiple ethnic groups' are most likely to walk and cycle (52%) and least likely to use public transport (48%). Across ethnic groups, car usage is either a very small proportion, at most 4%, or not a part of the mode share.

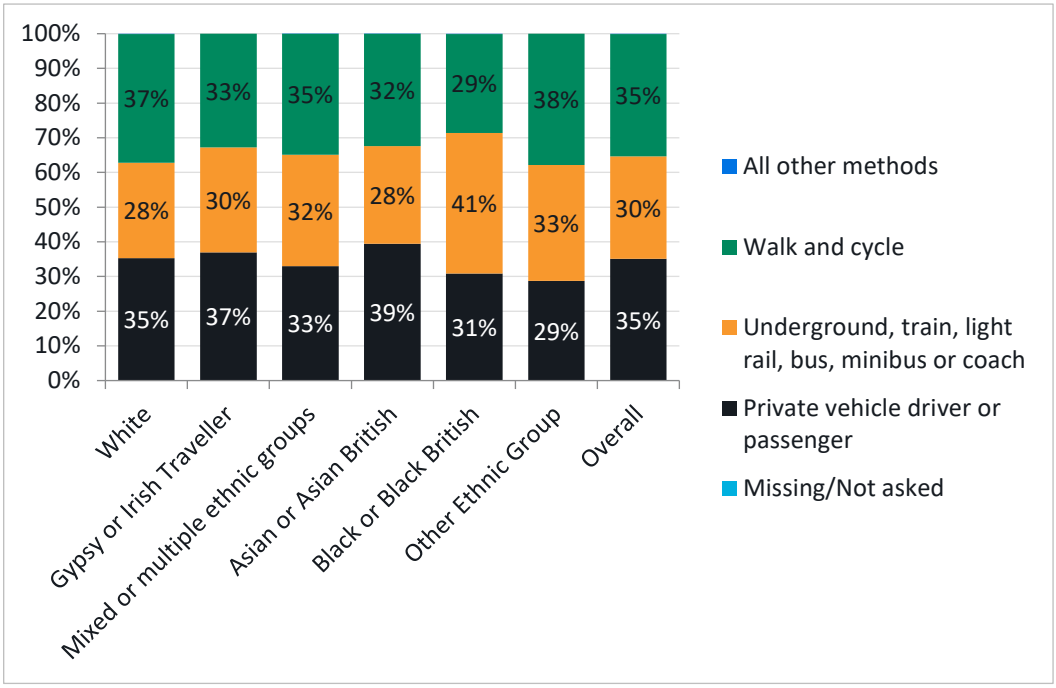
8.4 Overall, in City of London, levels of car use are lower across all ethnicities compared to the London average (Figure 8.3), while levels of public transport use are higher. While 'Asian or Asian British' residents are most likely to use the car in London, this is not the case for City of London, where only 2% say they use the car. 'Black or Black British' residents are most likely (41%) to use public transport in London, and they are second most likely to (82%) in City of London.

Figure 8.2: Mode share by ethnicity in City of London



Source: LTDS average (2017/18, 2018/19, 2019/20)

Figure 8.3: Mode share by ethnicity in London



Source: LTDS average (2017/18, 2018/19, 2019/20)

Impact assessment

Potential disproportionately positive impacts

- **Crossing the street**: The installation of a new dropped kerb at the southern end of King William Street will allow for easier crossing of the road, removing a step down into the

street. Likewise, the increased footway width and reduced carriageway width will result in a shorter walk across the road, decreasing the likelihood of any clash with road traffic. This will create a safer environment and is likely to disproportionally benefit 'Mixed or multiple ethnic groups' who are currently more likely to walk or cycle (52 per cent) more than any other group in the CoL.

- **Walking environment**: The proposed widened and improved footways along either side of King William Street will provide people with additional comfort when making trips on foot, particularly at peak hours when pedestrian volumes are at their highest and footways at their busiest. This will create a safer environment and is likely to disproportionally benefit 'Mixed or multiple ethnic groups' who are currently more likely to walk or cycle (52 per cent) more than any other group in the CoL.
- **Bus improvements**: Maintaining the ETOs restrictions for private motor vehicles will continue to aid the flow of buses through this area, maintaining journey times and reliability. This is likely to disproportionately positively impact 'Gypsy or Irish Traveller' and 'Black or Black British' groups who are more likely to use public transport in the CoL (90 per cent and 82 per cent). Furthermore, the improved walking environment will benefit these groups, as every bus journey starts and ends on foot.

Potential disproportionately negative impacts

- **Crossing the street:** Removal of traffic islands will decrease the protection for those crossing the road. It should be noted that the only formal crossing points on the street are at the junction of Monument and at Bank, 250 metres apart. This may encourage informal crossing of the street which contains a high bus flow and will now require those wanting to cross the road to do so in one movement.
- Thus, despite a reduced carriageway width, crossing the street may be less accessible to some users. This may disproportionately negatively impact 'Mixed or multiple ethnic groups' who are currently more likely to walk or cycle (52 per cent) more than any other group in the CoL.

Recommended mitigating actions

- **Introduction of a formal crossing point:** The installation of a formal crossing point on King William Street should be considered to mitigate for the loss of the informal crossing points provided by the existing traffic islands. This would make it safer and more convenient for all users to cross the street.

9 Religion or belief

Definition according to the Equality Act 2010

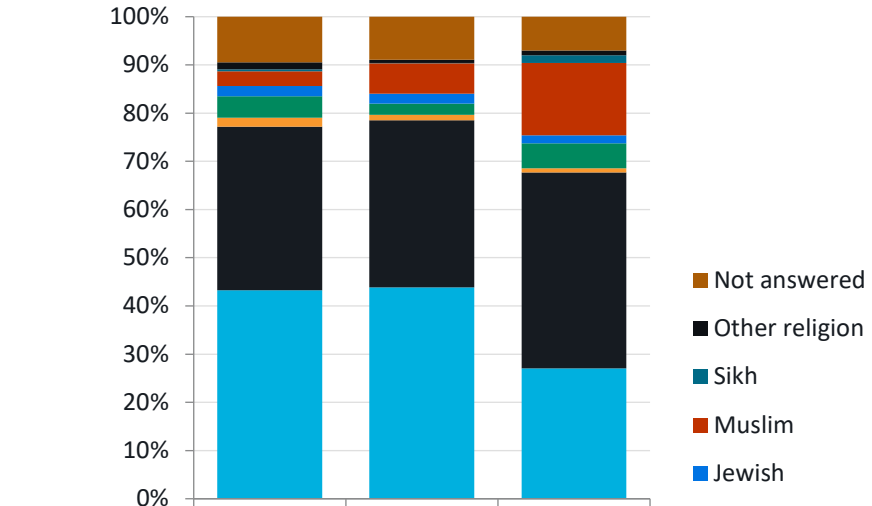
1. Religion means any religion and a reference to religion includes a reference to a lack of religion.
2. Belief means any religious or philosophical belief and a reference to belief includes a reference to a lack of belief.
3. In relation to the protected characteristic of religion or belief:
    a. a reference to a person who has a particular protected characteristic is a reference to a person of a particular religion or belief;
    b. a reference to persons who share a protected characteristic is a reference to persons who are of the same religion or belief.

Baseline equalities data

9.1 Census 2021 data on religion in the study area, City of London, and Greater London is presented in Figure 9.1. Nearly half (43%) of the population in the study area and in the City of London (44%) selected 'no religion', compared to a substantially smaller proportion (27%) in Greater London.

9.2 Over a third of residents (34%) in the study area identified as Christian, compared to 41% in Greater London. 3% of residents in the study area identified as Muslim, compared to slightly more (6%) in City of London. 4% of the population in the study area identified as Hindu, with a slightly smaller proportion (2%) in the City of London.

Figure 9.1: Religion composition in the study area, City of London, and Greater London



	Study Area	City of London	Greater London
Not answered	9%	9%	7%
Other religion	1%	1%	1%
Sikh	0%	0%	2%
Muslim	3%	6%	15%
Jewish	2%	2%	2%
Hindu	4%	2%	5%
Buddhist	2%	1%	1%
Christian	34%	35%	41%
No religion	43%	44%	27%

Source: Census 2021

Impact assessment

Potential disproportionately positive impacts

- **Active travel**: Improving conditions for walking and cycling is likely to positively benefit those who follow a religion and regularly attend places of worship. Destinations such as this typically have local catchments, making them more likely to be within walking and cycling distance of regular attendees.

Potential disproportionately negative impacts

- **Restricting car usage**: The restrictions for private vehicle traffic, may increase journey times for some worshippers who drive to their place of worship. For those unable to take an alternative method of transport, that may cause a disproportionately negative impact.

Recommended mitigating actions

- **Engagement with places of worship:** There are several Churches within the King William Street area and surrounding roads, most notably St. Mary Woolnoth on the turning into Lombard St, St. Clements on Clements Ln, and St. Mary Abchurch on Abchurch Ln. We recommend engaging with these local places of worship to establish whether there have

been any disproportionate impacts and to review the specific needs of their religious community.

10 Sex

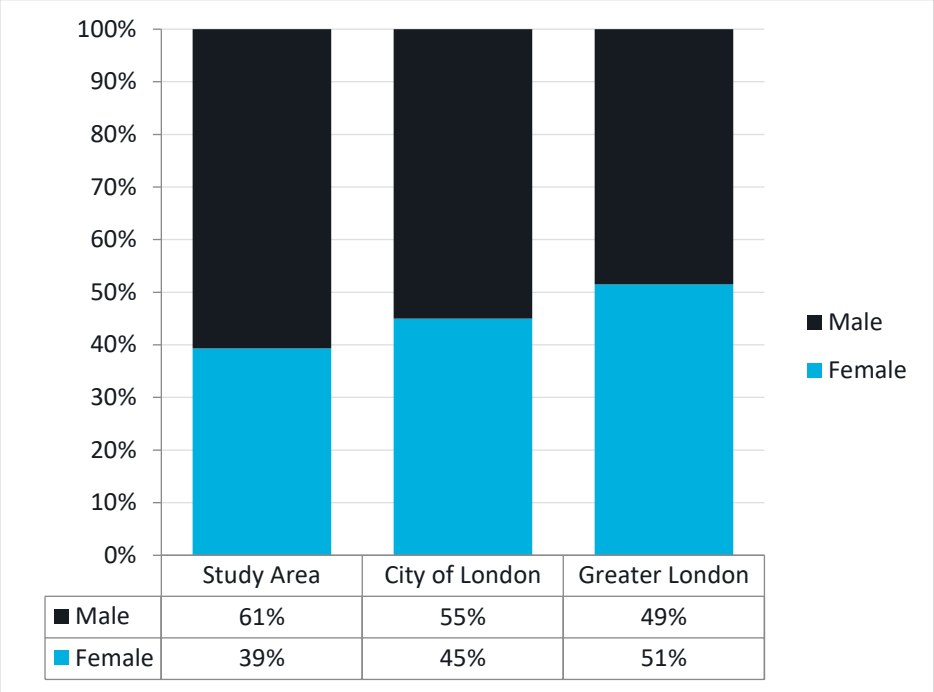
Definition according to the Equality Act 2010

1. In relation to the protected characteristic of sex:
    a. a reference to a person who has a particular protected characteristic is a reference to a man or to a woman;
    b. a reference to persons who share a protected characteristic is a reference to persons of the same sex.

Baseline equalities data

10.1 Figure 10.1 presents Census 2021 data for population by sex. In the study area, a notably greater proportion of residents identified as male, 61%, than as female, 39%. In the City of London there are also more males than females, with a lesser difference in proportions. There is a more even split in Greater London, with a slightly higher proportion of females (51%) than males (49%).

Figure 10.1: Population breakdown by sex in the study area, City of London, and Greater London



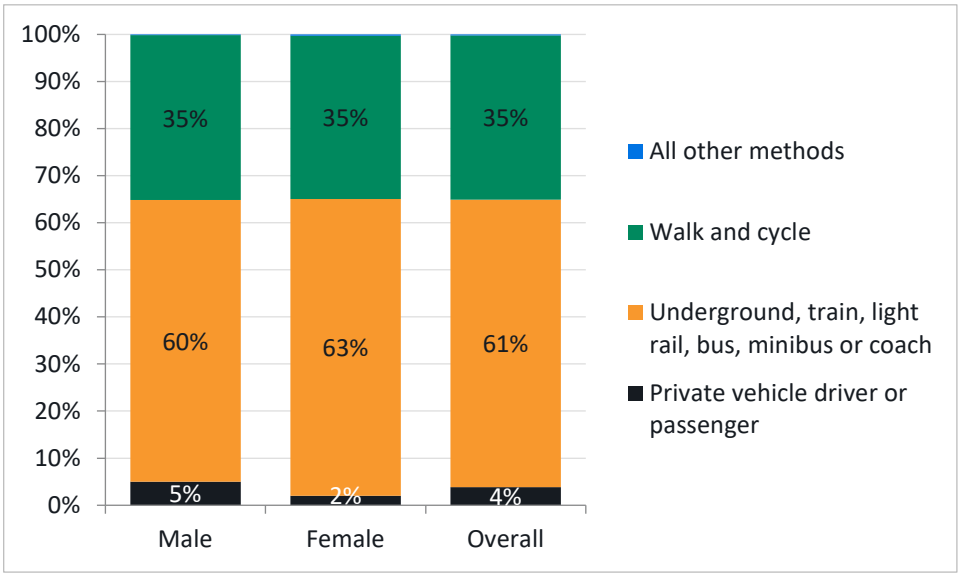
	Study Area	City of London	Greater London
Male	61%	55%	49%
Female	39%	45%	51%

Source: Census 2021

10.2 Figure 10.2 presents the mode share by sex in the City of London based on LTDS data. Males are more likely to use a car (5%) than females (2%) and less likely to use public transport (60%) than females (63%); mode shares for walking or cycling are the same for both sexes. Figure 9.3

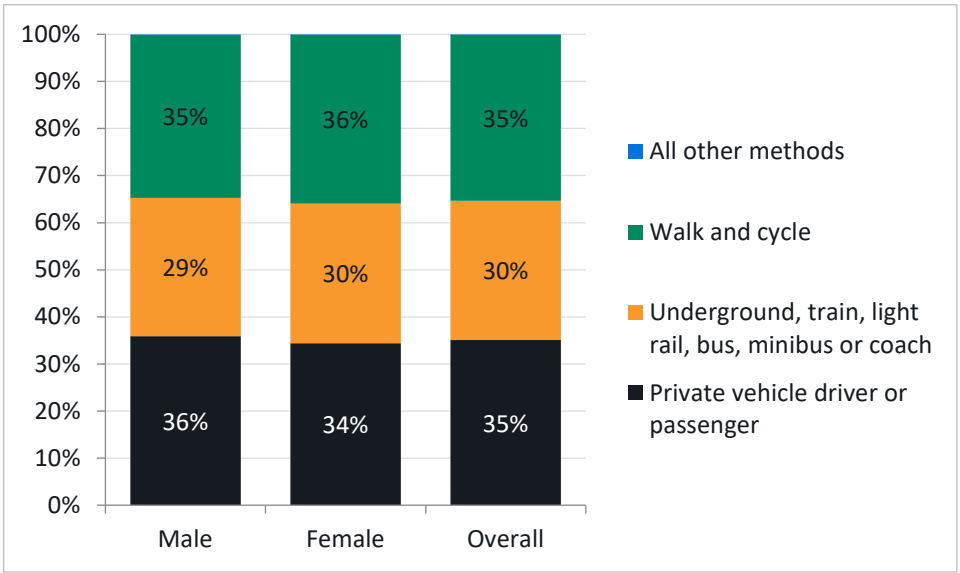
shows mode shares for Greater London (as a comparison to the City of London in Figure 9.2). Public transport use is much lower, and car use much greater, in Greater London as a whole compared to the City of London for both sexes.

Figure 10.2: Mode share by sex in City of London



Source: LTDS average (2017/18, 2018/19, 2019/20)

Figure 10.3: Mode share by sex in Greater London



Source: LTDS average (2017/18, 2018/19, 2019/20)

10.3 Across Greater London, research undertaken by TfL[6] shows that females are more likely to use buses than males (62% compared to 56%) but are less likely to use other types of transport including the Tube (38% of females compared to 43% of males).

10.4 Female travel needs can be more complex than males due to a range of factors; the increased likelihood of travelling with a buggy and/or shopping affects the travel choices females make,

[6] https://content.tfl.gov.uk/travel-in-london-understanding-our-diverse-communities-2019.pdf

females are also more likely to be carers of children[7], further affecting the transport choices they make.

10.5 Female Londoners make more trips per weekday than male Londoners (2.5 trips compared to 2.3 trips)[6]. This pattern, however, is reversed amongst older adults, with older female Londoners making fewer weekday trips than older male Londoners (2.0 compared to 2.2).

10.6 Females aged 17 or over who are living in London are less likely than males to have a full driving licence (58% compared to 72%) or have access to a car (63% compared to 66%). These factors are likely to be related to the frequency of car use as a driver. Almost four in five (79%) females in London report being able to ride a bike, compared to 91% of males.

Impact assessment

Potential disproportionately positive impacts

- **Bus improvements**: Maintaining the restrictions for private motor vehicles will continue to aid the flow of buses through this area, maintaining journey times and reliability. This is likely to disproportionately positively impact females who are more likely to use public transport in the CoL (63 per cent) and are more likely to be bus users. Furthermore, the improved walking environment will benefit people using bus stops on King William Street.
- **Walking environment**: Increasing access to favourable walking conditions could potentially have disproportionate benefits to females, particularly due to the higher number of trips they make daily compared to males, as well as their role in taking children to and from educational and recreational facilities.

7 https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/476635/travel-to-school.pdf

11 Summary of recommended mitigating actions

11.1 A summary of the recommended mitigating actions throughout this EqIA is presented below.

11.2 It is recommended that the CoL identifies an individual/individuals within the project team to take ownership of these recommendations, and subsequently explores the feasibility of their implementation.

11.3 To ensure transparency of the design and decision-making process, it is recommended that an update on the status of each recommended mitigating action is included within a future addendum to this EqIA.

Recommended mitigating actions

- **Introduction of a formal crossing point:** The installation of a formal crossing point on King William Street should be considered to mitigate for the loss of the informal crossing points provided by the existing traffic islands. This would make it safer and more convenient for all users to cross the street.
- **Accessibility**: Ensure that any additional space created for pedestrians is accessible to all users, for example by ensuring that new space is flush with existing footways, or alternatively that ramps are provided. Furthermore, with the introduction of street trees, pedestrian comfort levels should be assessed to establish whether their inclusion would materially impact on the walking environment
- **Cycling provision:** It is recommended that the CoL explore ways to mitigate the impacts of removing the advisory cycle lanes. It is unlikely that the proposed scheme would meet LTN 1/20s thresholds for mixing people cycling with motor traffic due to the high volumes of traffic, plus the percentage large vehicles. If a solution cannot be found on King William Street, attention could be given to provision of other alternative cycle routes in the immediate area.
- **Introduction of a formal crossing point:** The installation of a formal crossing point on King William Street should be considered to mitigate for the loss of the informal crossing points provided by the existing traffic islands. This would make it safer and more convenient for all users to cross the street.
- **Engagement with places of worship:** There are several Churches within the King William Street area and surrounding roads, most notably St. Mary Woolnoth on the turning into Lombard St, St. Clements on Clements Ln, and St. Mary Abchurch on Abchurch Ln. We recommend engaging with these local places of worship to establish whether there have been any disproportionate impacts and to review the specific needs of their religious community.

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