

Pedestrian Priority Streets Programme: Old Broad Street and Threadneedle Street – Equality Impact Assessment (EqIA)



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1 Introduction

Background

- 1.1 This Equality Impact assessment (EqIA) relates to the proposed improvements to Threadneedle Street and Old Broad 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

Existing scheme (ETO)

- 1.4 The existing ETO was introduced in summer 2020, and involved the following changes to the street:
 - Implementation of one-way motor traffic flow on Threadneedle Street (westbound) and Old Broad Street (northbound)
 - A contraflow cycle lane separated from motor vehicles by traffic wands set up along Threadneedle (eastbound) and Old Broad Street (southbound)
 - Widening pavement on the northside of Threadneedle Street and at various locations along Old Broad Street
 - Extension of loading bays on both streets
- 1.5 The proposed permanent scheme involves the following amendments to the existing ETO layout:
 - Infill of areas where the pedestrian space had been widened, making it permanent
 - New public space with seating and planting outside of no.33 Old Broad Street
 - New street trees planted where possible
 - Retention of the one-way motor traffic flow on Threadneedle Street, as well as the contraflow cycle lane
- 1.6 Drawings of the proposed changes are presented overleaf in Figure 1.1 and Figure 1.2.

Figure 1.1: Proposed permanent scheme on Threadneedle Street and Old Broad Street

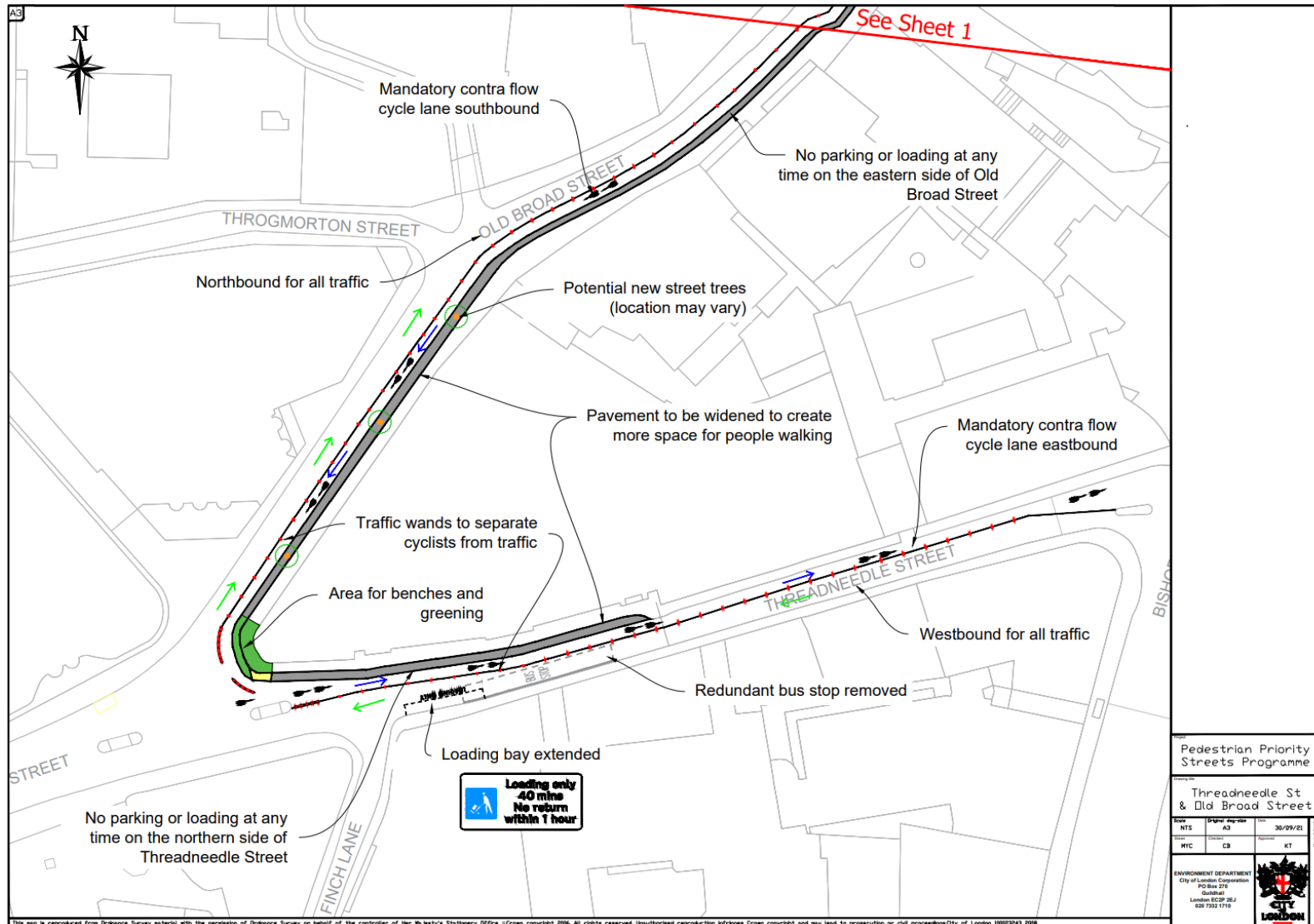
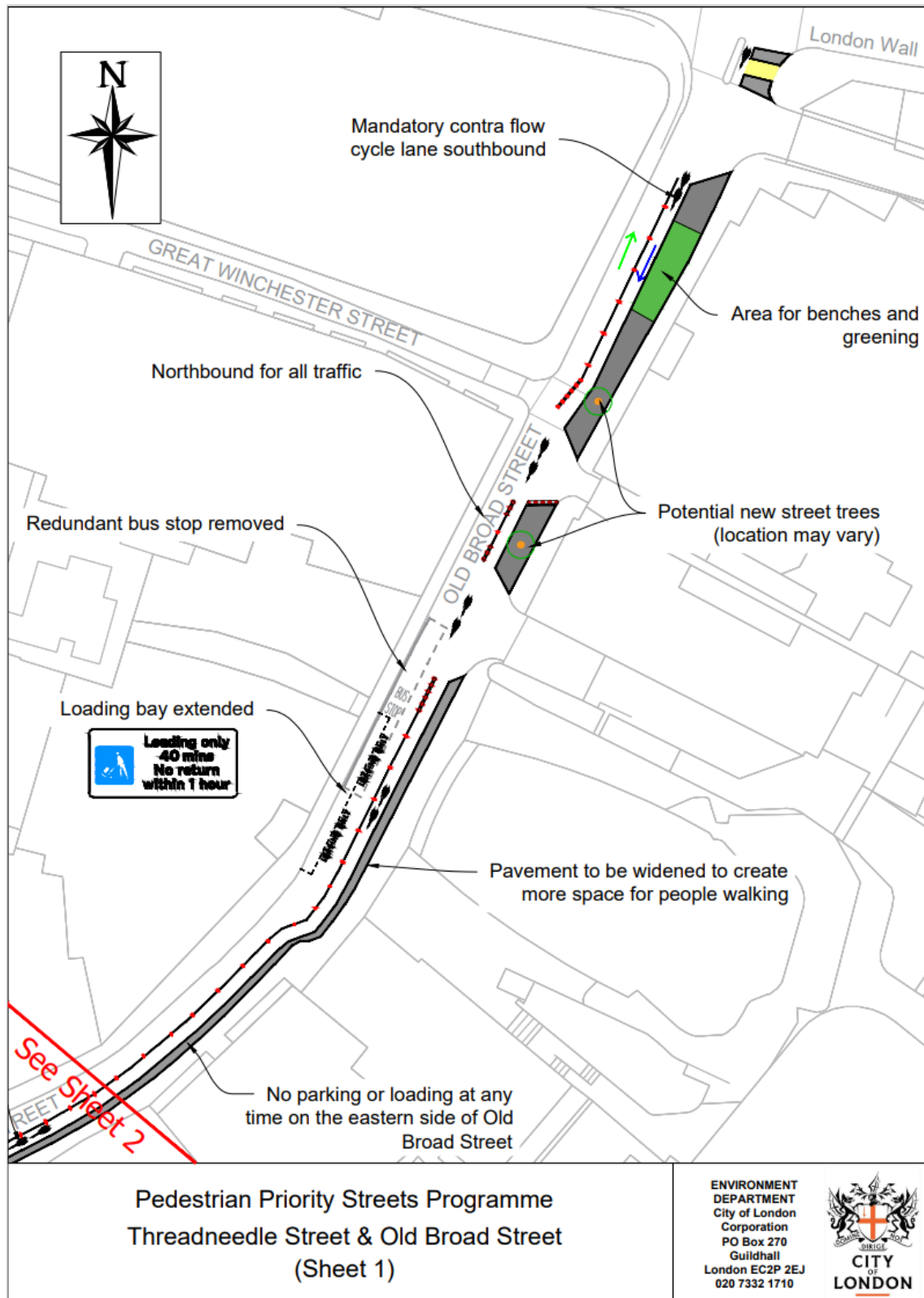


Figure 1.2: Proposed permanent scheme on Threadneedle Street and Old Broad Street



Assumed impact on transport and movement

1.7 The impacts identified throughout this EqIA are derived from the assumption that the proposed scheme will have the following impacts on transport and movement in the area:

- Widening the footways permanently on the southside of Old Broad Street and the northside of Threadneedle Street will improve the walking environment, making it easier and more pleasant for people to walk down the street. This is also likely to benefit people crossing the street, potentially reducing the amount of time needed to cross.
- Adding benches for people to sit outside of No.33 Old Broad Street will make it easier for people to stop and rest.
- Making the existing restrictions to motor traffic permanent will lock in the benefits to people walking and cycling. However, it is likely to mean that some motor traffic journeys will need to continue to use alternative routes which could take longer than before the ETO scheme was implemented.

2 Scoping

- 2.1 A scoping assessment has been undertaken to identify whether the proposed scheme could have a disproportionate impact on people with 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 public realm 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.

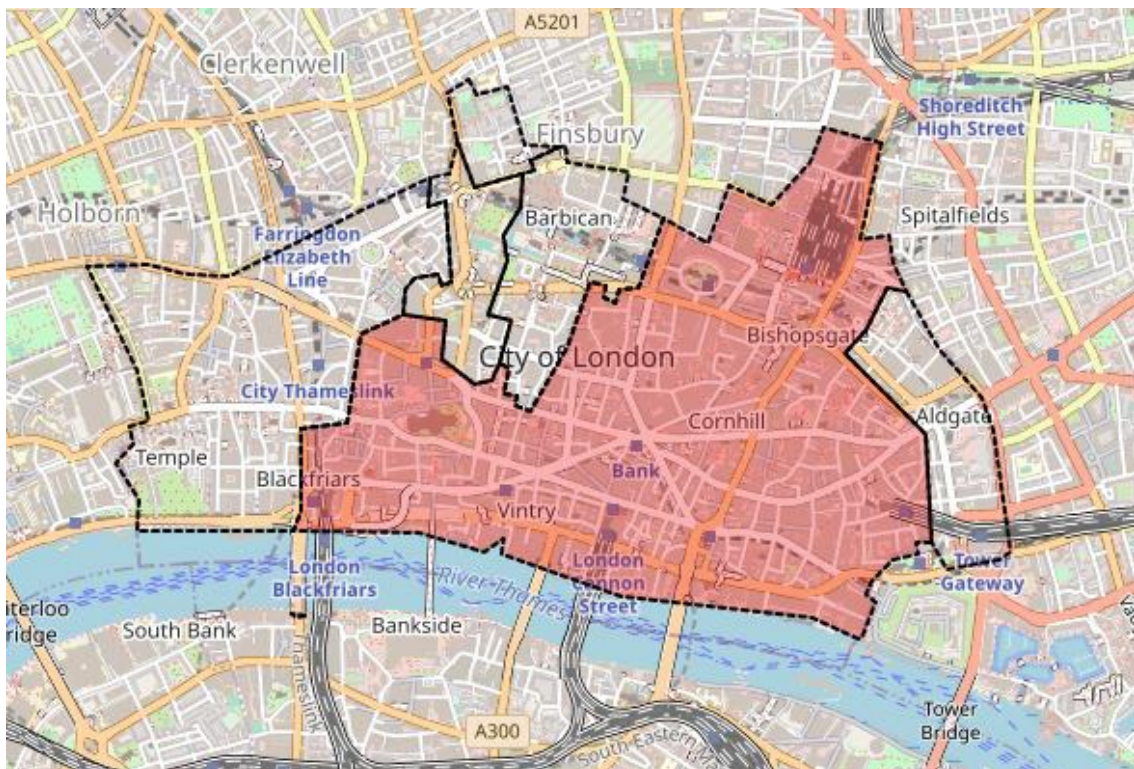
Table 2.1: Protected characteristics scoping

Protected characteristic	Disproportionate impact unlikely	Disproportionate impact possible	Commentary
Age – people in particular age groups (particularly over 65s and under 16s)		✓	There could be a disproportionate impact which this EqIA will investigate. A person’s ability to use the transport network can be reduced as a result of age and age-related health conditions.
Disability – people with disabilities (including different types of physical, learning or mental disabilities)		✓	There is likely to be a disproportionate impact which this EqIA will investigate. A person’s use of the transport network can be shaped by certain disabilities.
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.	✓		People of a particular sexual orientation are unlikely to be disproportionately impacted by the scheme.

3 Data sources

- 3.1 For this assessment, information has been gathered about protected characteristics 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 stations. This means that any given street is likely to be used by people from across the City. 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

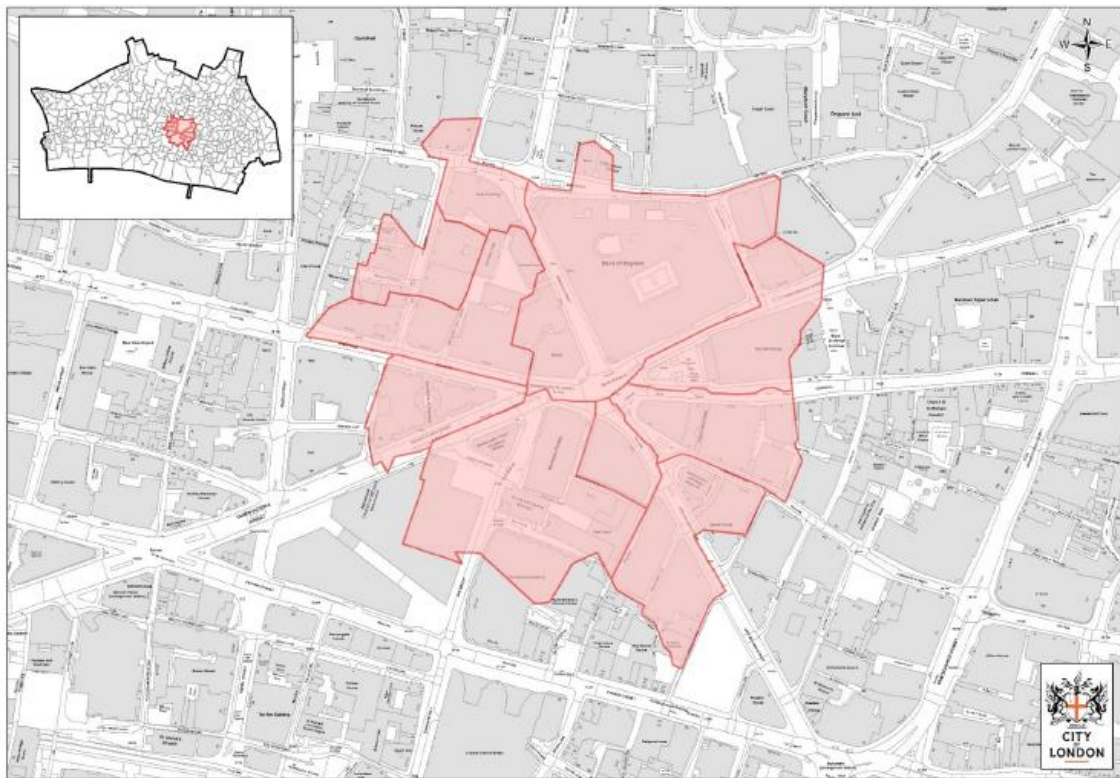
Data sources and limitations

- 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 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. On the other hand, 2021 Census data is expected to have been influenced by alterations to ways of living and moving during the Covid-19 pandemic period. Where relevant 2021 Census data has been made available, it is used in this EqIA.
- 3.6 LTDS data provides granular data within the City of London, however it is not wholly representative of the wider population as it is calculated using sample sets and subsequently scaled up. Throughout this report, acknowledgement has been made where the sample size of LTDS data is particularly small.

4 Baseline

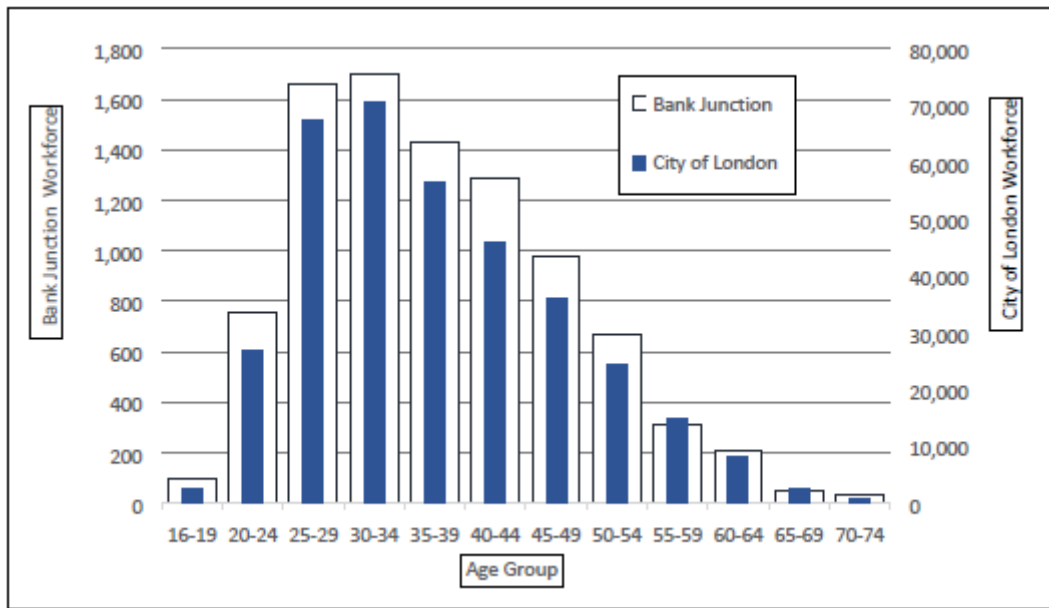
- 4.1 The City of London has a very large workforce in comparison to its usual residential population. The 2011 Census recorded the residential population as 7,400 people and the work force as 357,000 people – almost 50 times the usual residential population which demonstrates significant movement in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



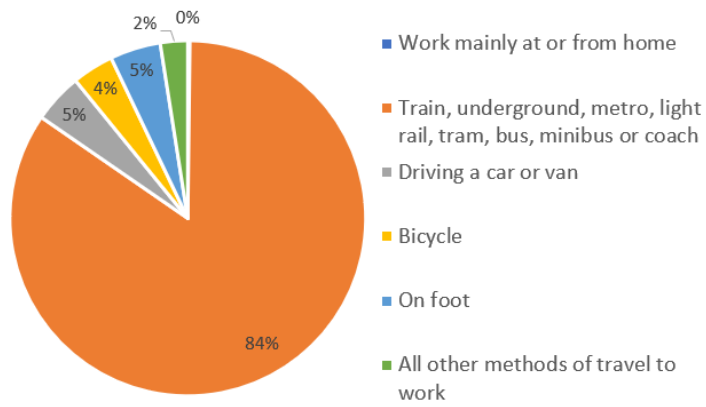
Source: Bank on Safety Equality Analysis with data from Census 2011

- 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 522,000¹. 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 2019².
- 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

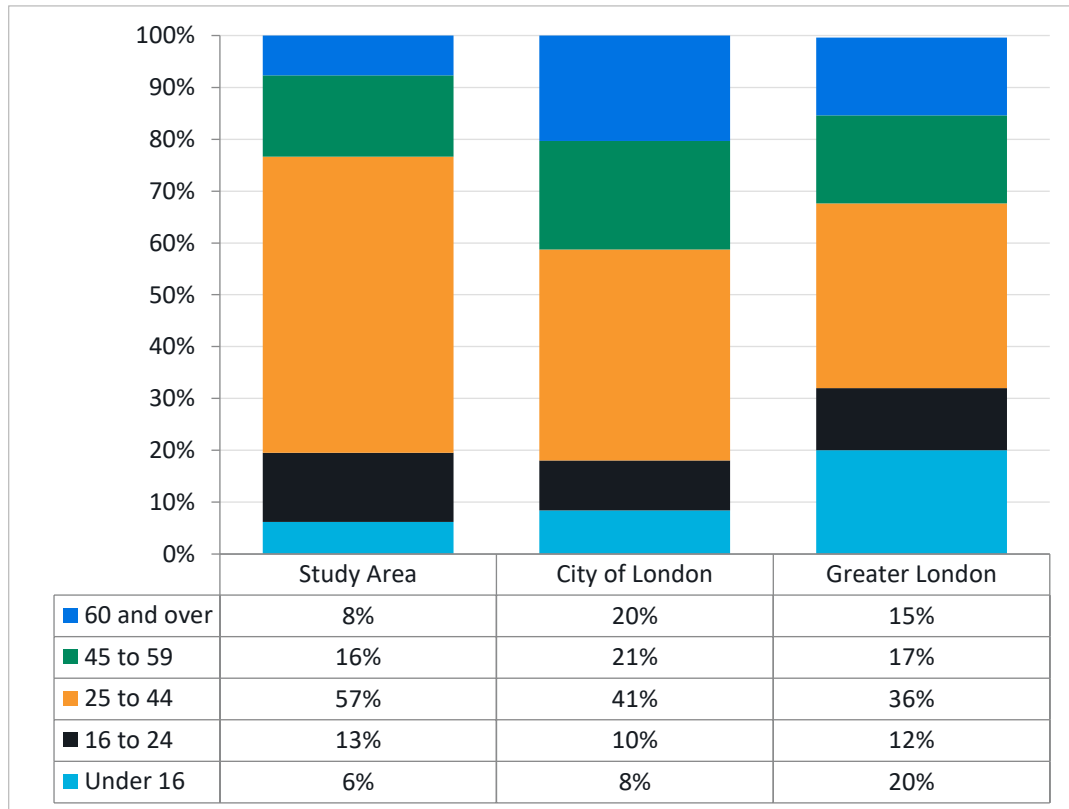
Definition according to the Equality Act 2010

1. In relation to the protected characteristic of age:
 - a. A reference to a person of a particular age group
 - b. 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 City more closely, however the number of over 60s was much lower in the study area (8 per cent) than in the City (20 per cent).

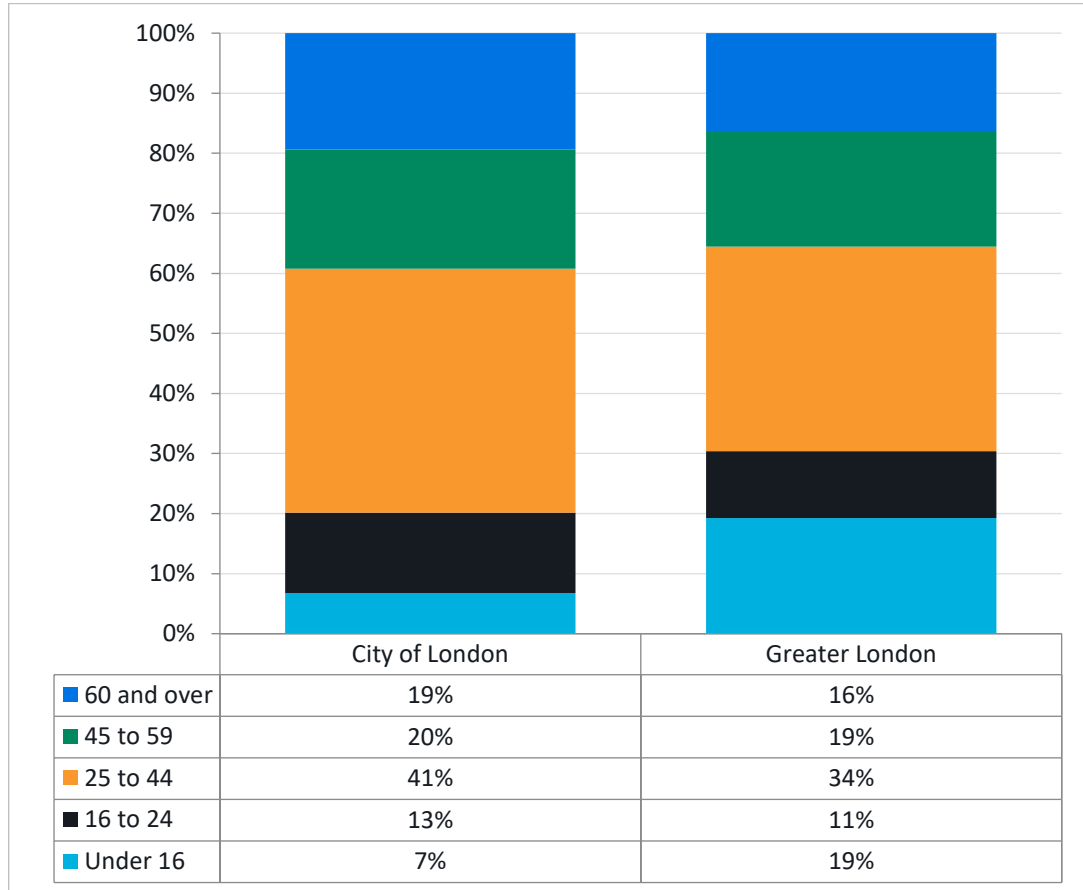
Figure 5.1: Age distribution in the study area, compared to City of London and Greater London in 2011.



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 City and Greater London is shown in Figure 5.2.
- 5.3 In the period 2011-2021, the number of younger people (16-24) has marginally increased by 3 per cent, while the number of under 16s and over 60s both decreased by 1 per cent. Similarly small changes occurred at the Greater London level, implying that the comparison in age distribution between the two scales has remained broadly similar.

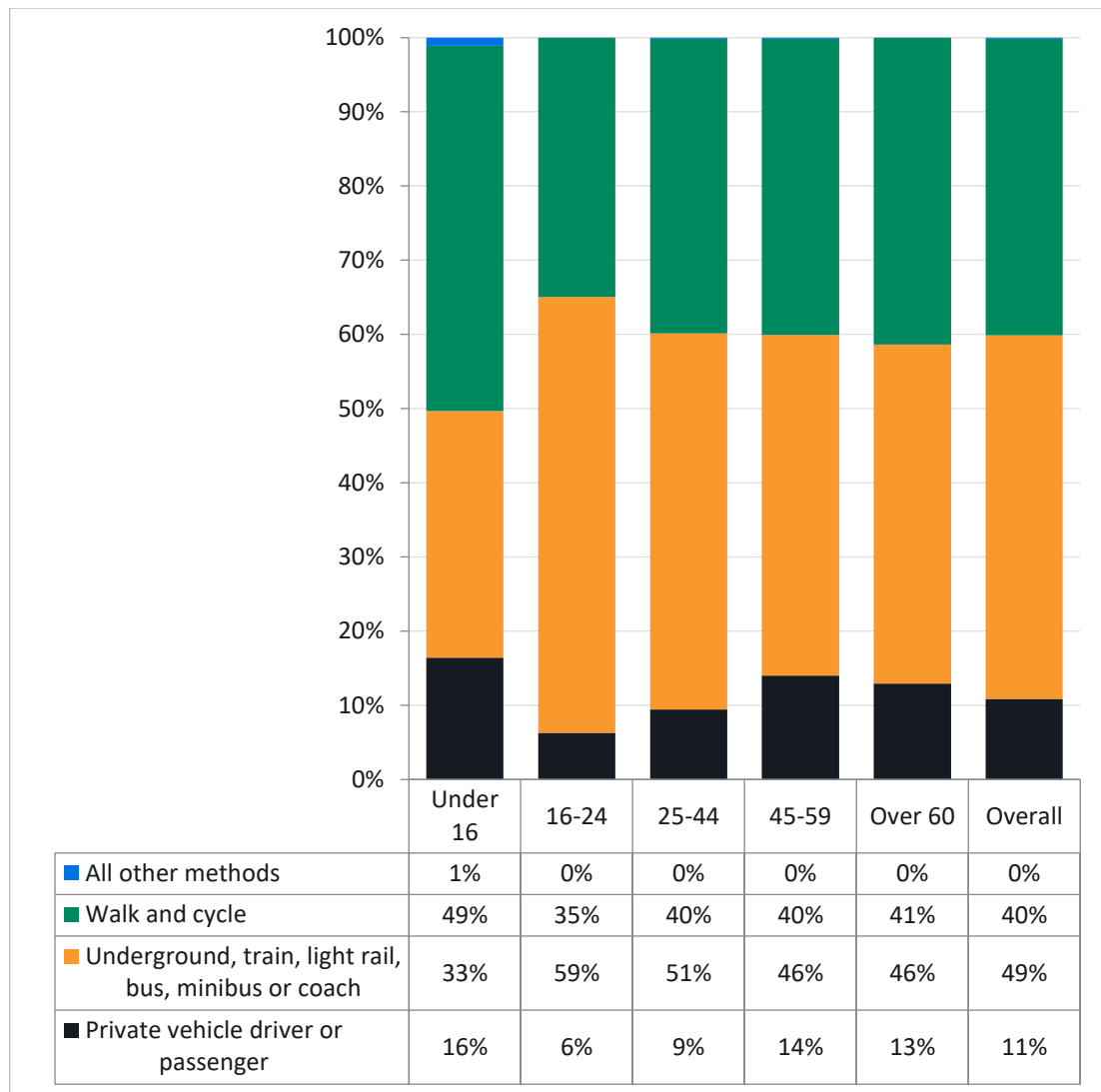
Figure 5.2: Age distribution in the City of London and Greater London in 2021



Source: Census 2021

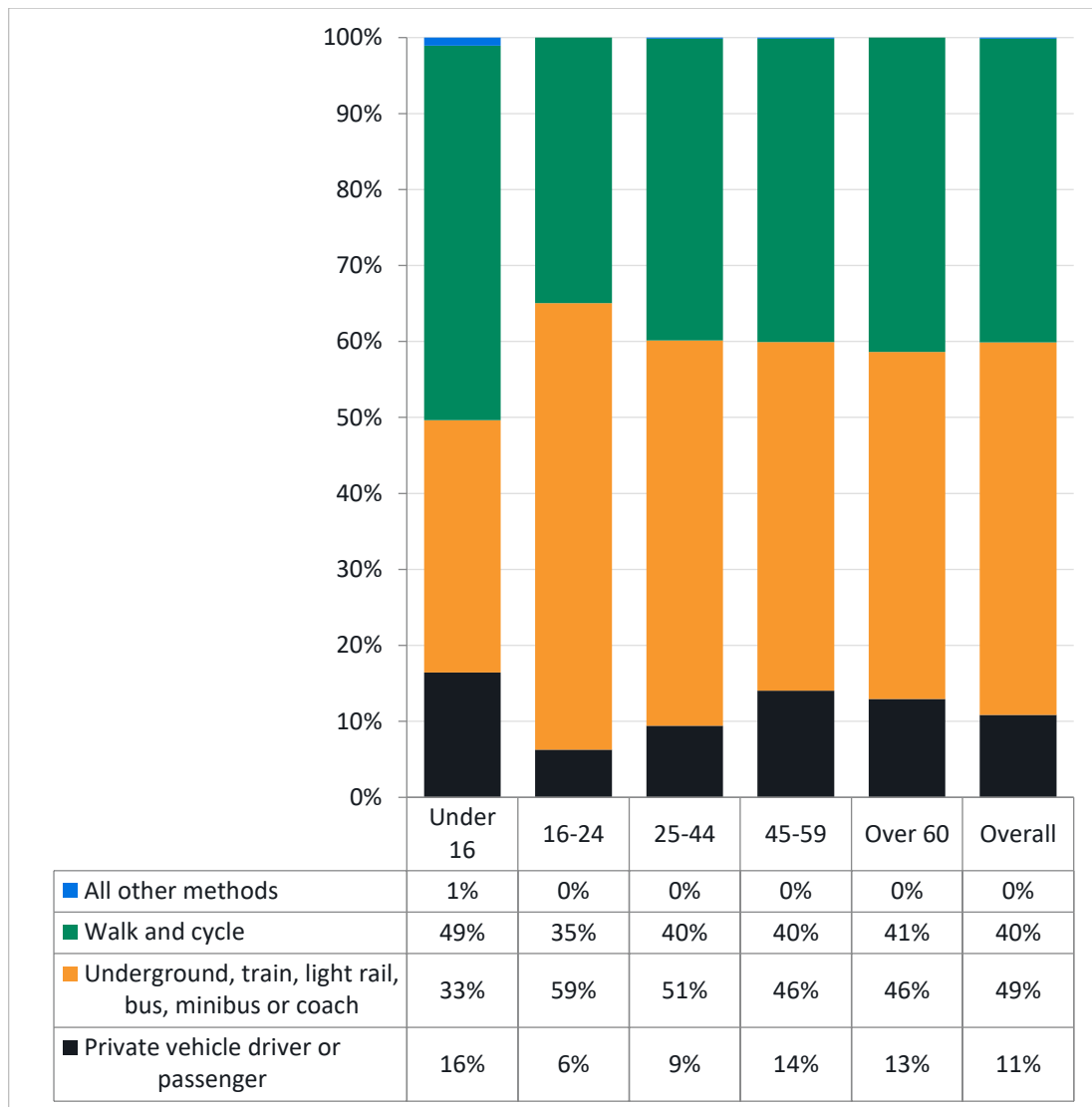
- 5.4 Figure 5.3 presents LTDS data on how people travel around the City within each age group, and Figure 5.4 presents this same information for London as a whole.
- 5.5 The highest usage of active travel modes (walking and cycling) is among the under 16s (39 per cent), followed by the 25-44 age group (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 City, 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.
- 5.6 Notably, only 33 per cent of under 16s use public transport in Greater London. In the City, however, this rises to 61 per cent. The use of private vehicles in the City 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



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

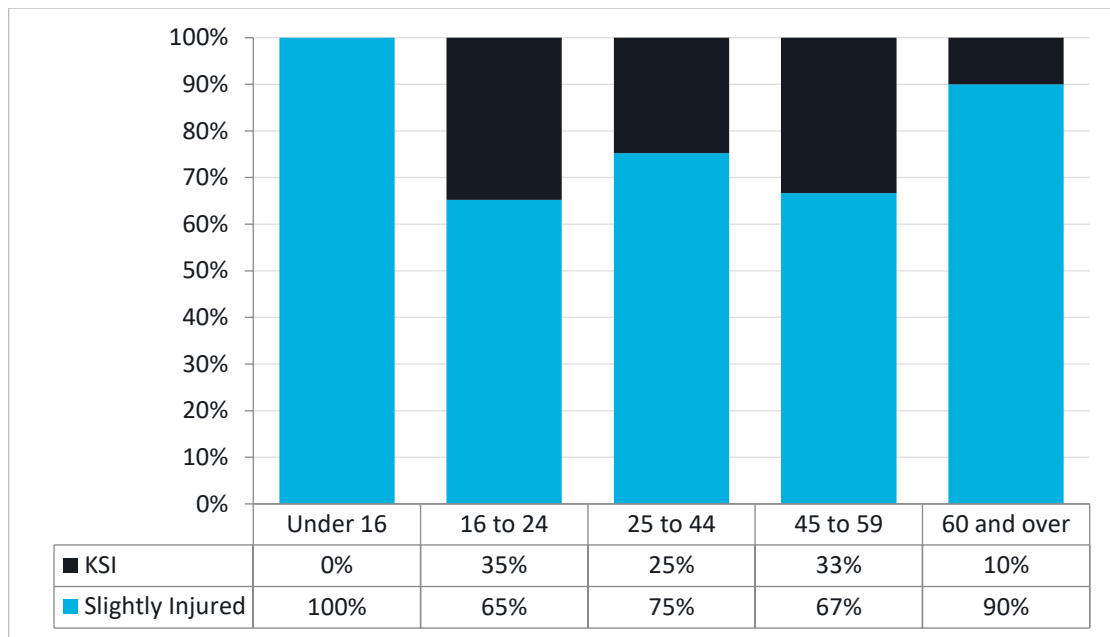
Figure 5.4: Mode share by age in Greater London



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

- 5.7 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.
- 5.8 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.
- 5.9 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.

Figure 5.5: Percentage Killed or Seriously Injured by age in City of London (2021)



Source: STATS19, 2021

Impact assessment

Potential disproportionately positive impacts

- Walking environment:** The proposed widened and improved footways along the south side of Old Broad Street and north side of Threadneedle 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 they 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 on the eastern side consisting of painted white lines in the carriageway and wands offering protection from traffic. They will be replaced with a new at-grade extension of the footway which will remove the need to step down a kerb. This will ensure that the full extent of the pedestrian space/footway is accessible for all users.
- Cycling provision:** Younger people in the CoL are more likely than any other age group to walk and cycle, with 39 per cent of under-16s being the highest mode share of any age group. As such, young people are likely to disproportionately benefit from the retention of the segregated contraflow cycle lanes on both Old Broad Street and Threadneedle Street. Making these changes permanent will lock in the benefits of protecting people cycling from motor traffic.
- Road safety:** The continued restriction to motorised vehicle traffic combined with widened footways and a protected cycle lane is likely to lead to a safer environment for those walking and cycling along both Old Broad Street and Threadneedle Street. Younger people aged 16 to 24 are more likely to be killed or seriously injured (35 per cent) than

any other age group. Therefore, any improvements to road safety on Old Broad Street and Threadneedle Street are likely to disproportionately benefit this group.

- **Crossing the street:** The increased footway width and reduced carriageway width reduces the distance of crossing the road. This will particularly benefit older people who are more likely to require more time to cross the road due to mobility impairments brought on by age.
- **Places to sit and rest:** Providing spaces where people can take a break during their journey can enable older people to make longer journeys on foot, as they are more likely than other age groups to require a rest. As such, the introduction of new seating outside No.33 Old Broad Street is likely to disproportionately benefit older people.

Potential disproportionately negative impacts

- **Increased journey times:** While the proposed scheme is likely to create healthier streets for residents and visitors, maintaining a one-way system for motor traffic on both streets is likely to lead to longer journey times for people travelling by car or taxi compared to the pre-ETO scenario. This may include people who are reliant upon private cars for mobility. It should also be noted that this is specific to direction of journeys, with southbound traffic towards Old Broad Street and eastbound traffic towards Threadneedle Street likely to be impacted. However, this impact will not be felt by northbound and westbound traffic respectively, as access is retained.
- In the CoL, people aged over 60 use cars and vans more than any other age group and are therefore more likely to be disproportionately negatively impacted. Travelling can also be uncomfortable for some people (for example, those who live 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 permanent scheme is only retaining the changes to motor traffic access brought in by the ETO in 2020, rather than exacerbating them.
- It is worth noting that while the journey time and traffic congestion impacts of this scheme are likely to be relatively minor, impacts need to be considered holistically across all Pedestrian Priority Streets interventions. These schemes, taken together, may create more significant impacts to journey times.
- **Door-to-door access:** Those who are reliant on door-to-door access, and who previously may have relied upon access to taxis, are likely to continue to be impacted by the restriction to dropping off at some addresses. This is likely to disproportionately impact older age groups who are more likely to have mobility impairments and may use taxis as an essential form of mobility. The increased walking distance may add increased stress and difficulty to door-to-door journeys. Maximum walking distance from drop-off locations to addresses on Old Broad Street and Threadneedle Street will be 170 metres.
- It is important to recognise that this scheme only makes permanent the existing restrictions, rather than exacerbating them.

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 and dropped kerbs are provided. Furthermore, with the introduction of street trees, a pedestrian comfort level (PCL) assessment should be undertaken to establish whether their inclusion would materially impact on the walking environment.
- **Taxi availability survey:** To better understand the availability of taxis, within the area and the City more broadly, and the associated impact this may have on people who rely upon them as essential mobility aid, it is recommend that a survey is undertaken to collect data on their circulation within the area.

6 Disability

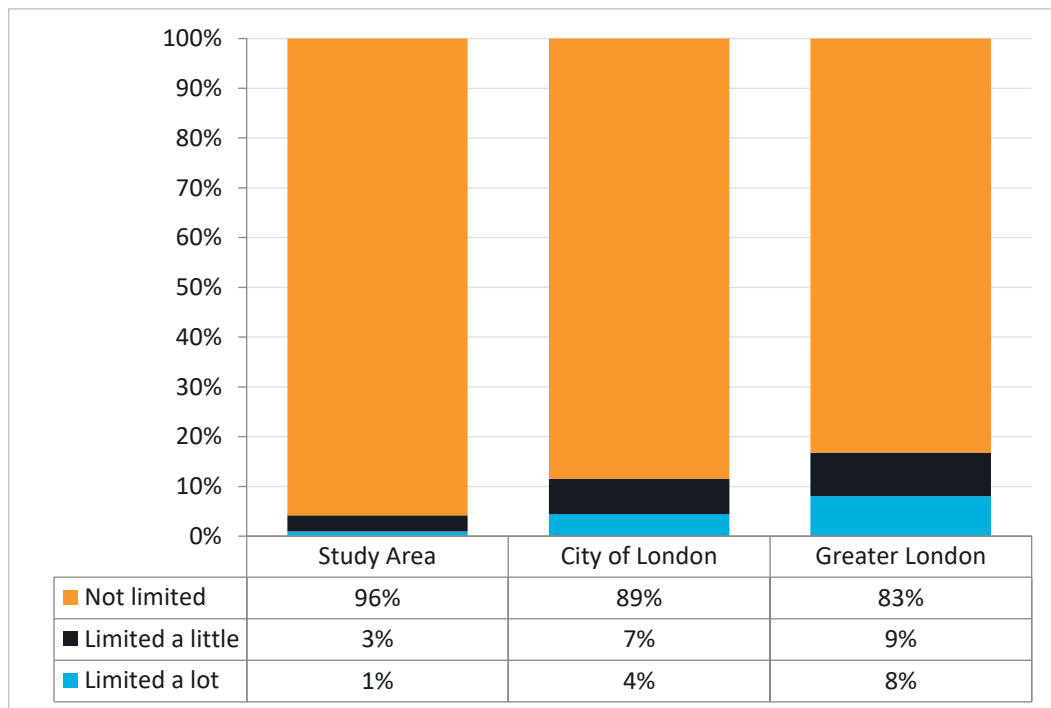
Definition according to the Equality Act 2010

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 City (89 per cent) and Greater London (83 per cent).
- 6.2 The number of residents in the study area for whom daily activities are ‘limited a lot’ account for 1 per cent of the population, compared to 8 per cent for Greater London. Further 3 per cent of residents in the study area said they were ‘limited a little’, compared to 9 per cent for Greater London.

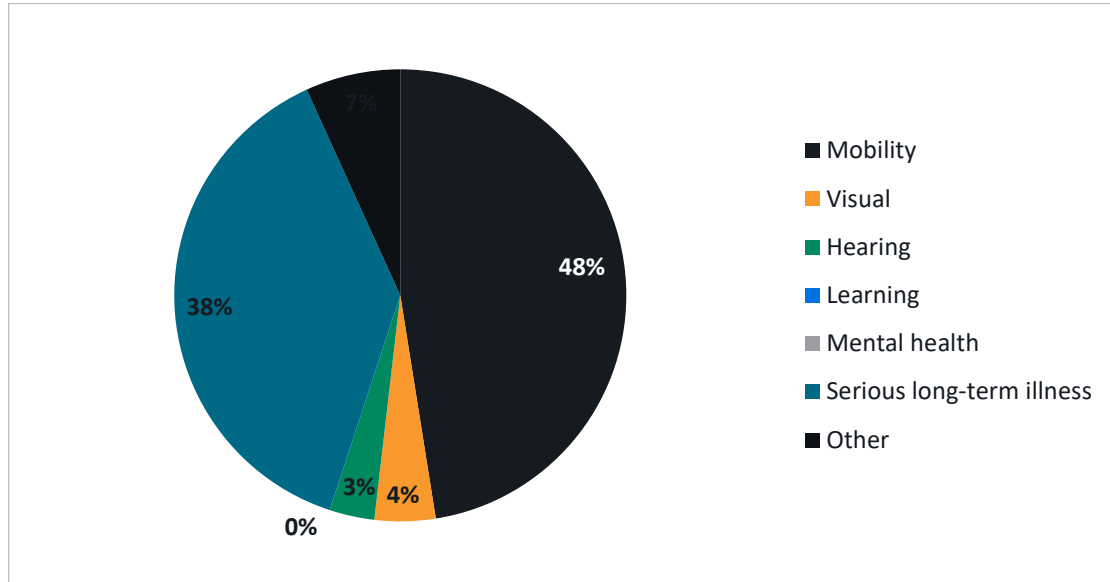
Figure 6.1: Population limited by long-term health problems or disabilities in the study area, City of London and Greater London



Source: Census 2011

6.3 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

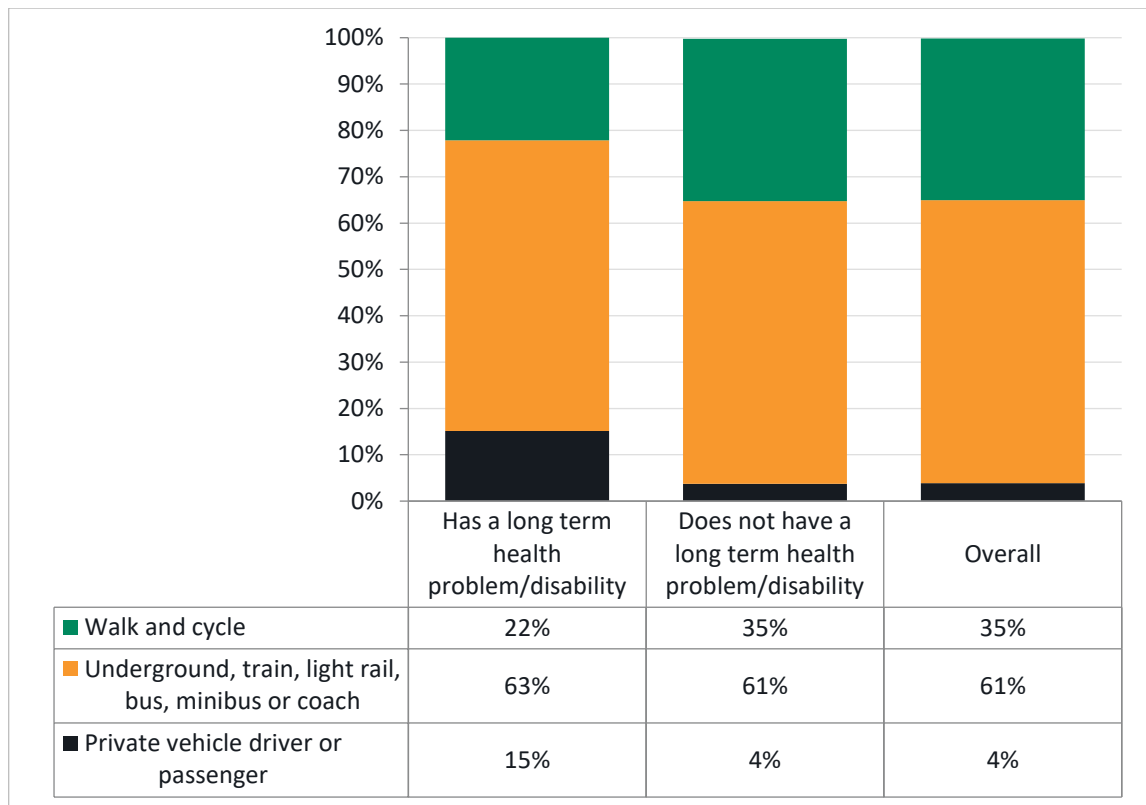


Source: LTDS average (2017/18, 2018/19, 2019/20)

6.4 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 City, 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 cars/vans (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).

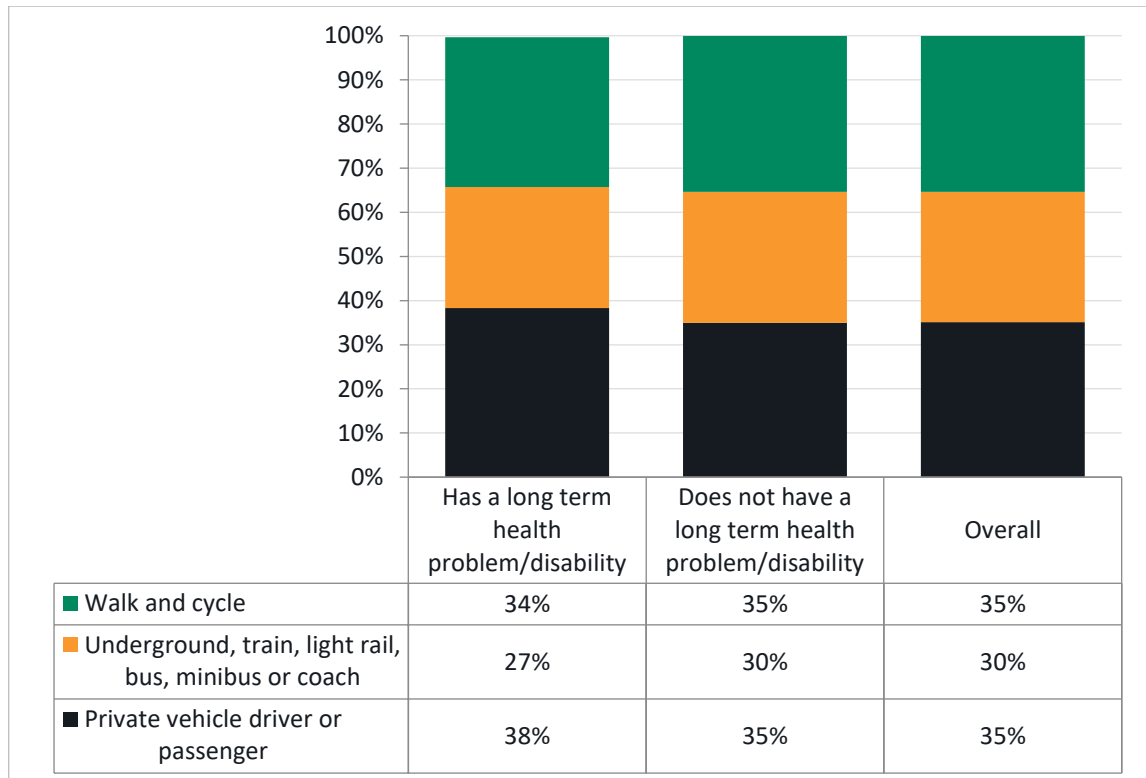
6.5 This pattern is significantly more pronounced than that for Greater London, where the modal split for people with and without long-term health problems or disabilities is very similar. In contrast to the City, the data for Greater London shows that people with a long-term health problem or disability 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



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

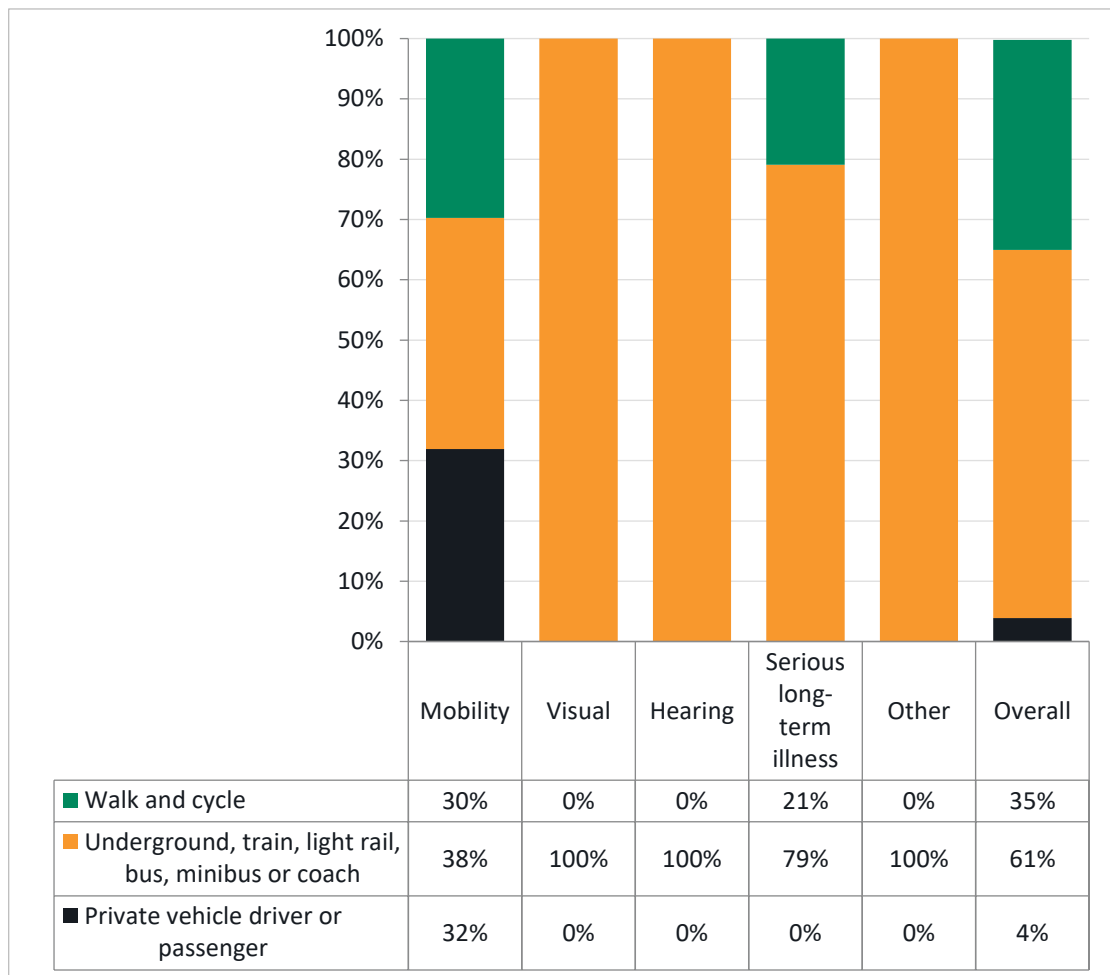


Source: LTDS average (2017/18, 2018/19, 2019/20)

6.6 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 cars/vans, and 30 per cent undertaking active travel.

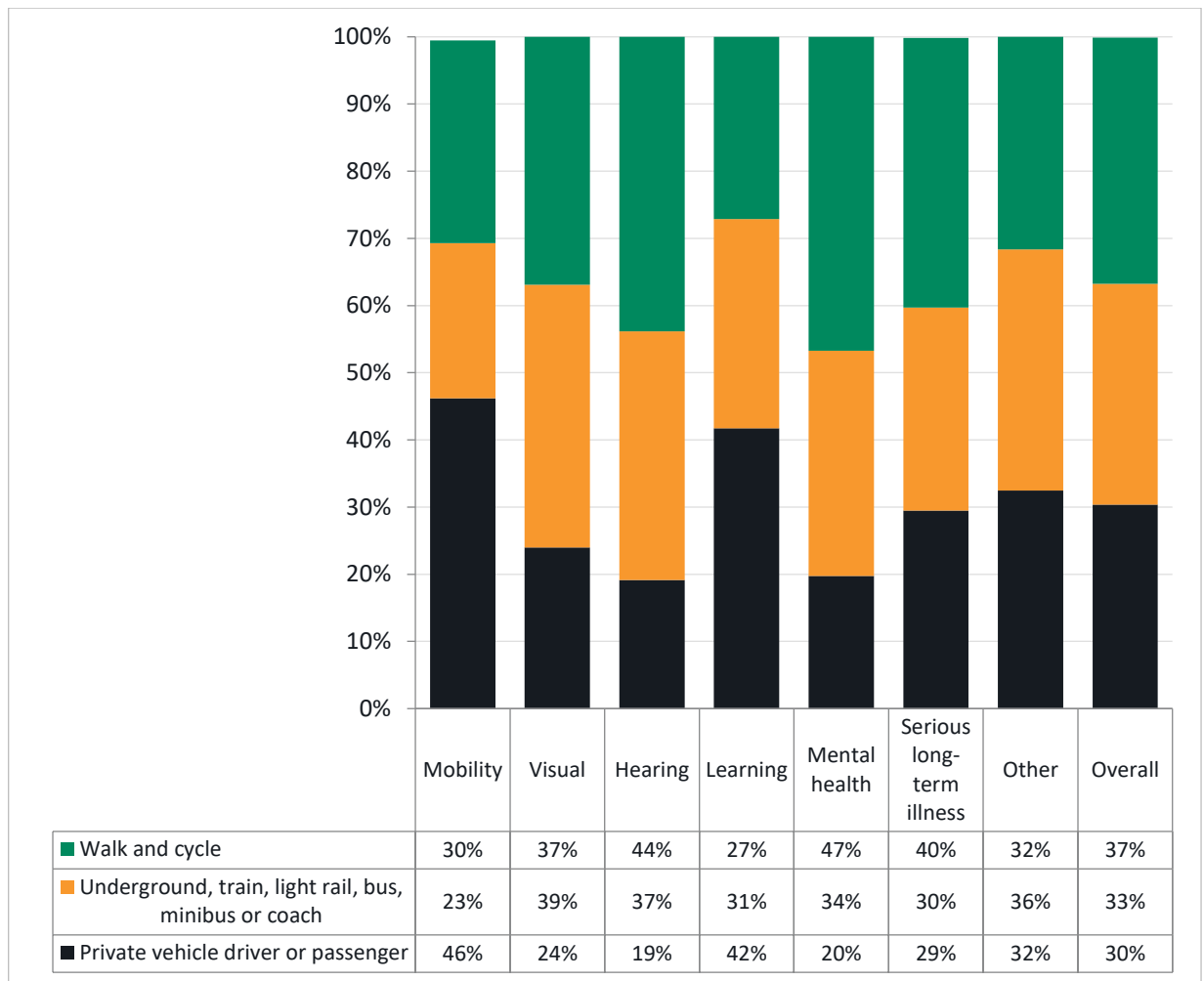
6.7 Compared to the City, mode share across impairment types for Greater London shows a much greater uptake of active travel and private vehicle use, along with lower public transport mode share. Groups with mobility (46 per cent) and learning (42 per cent) impairments are most likely to use private 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



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



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

6.8 Focusing on disabled cyclists, the Wheels for Wellbeing annual survey (2019/20)³ 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.

6.9 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.

³ <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 proposals include the removal of the temporary extensions to the footways on the south side of Old Broad Street and north side of Threadneedle Street consisting of painted white lines in the carriageway and wands to protect from traffic. They will be replaced by a new at-grade extension of the footway which will remove the need to step down a kerb to use the extension. This will ensure that the footway is accessible to 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.
- **Road safety:** The continued restrictions for motor vehicle traffic combined with widened footways and a protected contraflow cycle lane are likely to lead to a safer environment for those walking and cycling along both Old Broad Street and Threadneedle Street.
- 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. Therefore, any improvements of real or perceived road safety on Old Broad Street and Threadneedle Street are likely to disproportionately benefit this group.
- **Crossing the street:** The increased footway width and reduced carriageway width reduces the distance of crossing the road. This will particularly benefit people who have physical or mental impairment that necessitate more time to cross the road.
- **Places to sit and rest:** The introduction of new seating outside No.33 Old Broad Street is likely to disproportionately benefit people with mobility impairments who may be more likely to need to stop and rest as part of their journeys.

Potential disproportionately negative impacts

- **Increased journey times:** While the proposed scheme is likely to create healthier streets for residents and visitors, maintaining the one-way system for motor traffic on both streets is likely to lead to longer journey times for people travelling by car or taxi. Private cars can be essential mobility aids for people who live with impairments which prevent them using alternative modes of transport. It should also be noted that this is specific to direction of journeys, with southbound traffic towards Old Broad Street and eastbound traffic towards Threadneedle Street likely to be impacted. However, this impact will not be felt by northbound and westbound traffic, respectively.
- 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 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 the number of people affected in this way is likely to be limited, and this permanent scheme does not exacerbate the issue, it only retains the change brought in by the ETO in 2020.

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

- It is worth noting that while the journey time and traffic congestion impacts of this scheme are likely to be relatively minor, impacts need to be considered holistically across all Pedestrian Priority Streets interventions. These schemes, taken together, may create more significant impacts to journey times.
- **Door-to-door access:** Those who are reliant on door-to-door access, and who previously may have relied upon regular access to taxis, are likely to continue to be impacted by the restriction to dropping off at some addresses. This is likely to disproportionately impact people with mobility impairments as increased walking distances may add stress and difficulty to their journeys. Maximum walking distance from drop-off locations to addresses on Old Broad Street and Threadneedle Street will be 170 metres.
- It is important to recognise that this scheme only makes permanent the existing restrictions, rather than exacerbating them.

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.
- **Taxi availability survey:** To better understand the availability of taxis, within the area and the City more broadly, and the associated impact this may have on people who rely upon them as essential mobility aid, it is recommended that a survey is undertaken to collect data on their circulation within the area.

7 Pregnancy and maternity

Definition according to the Equality Act 2010

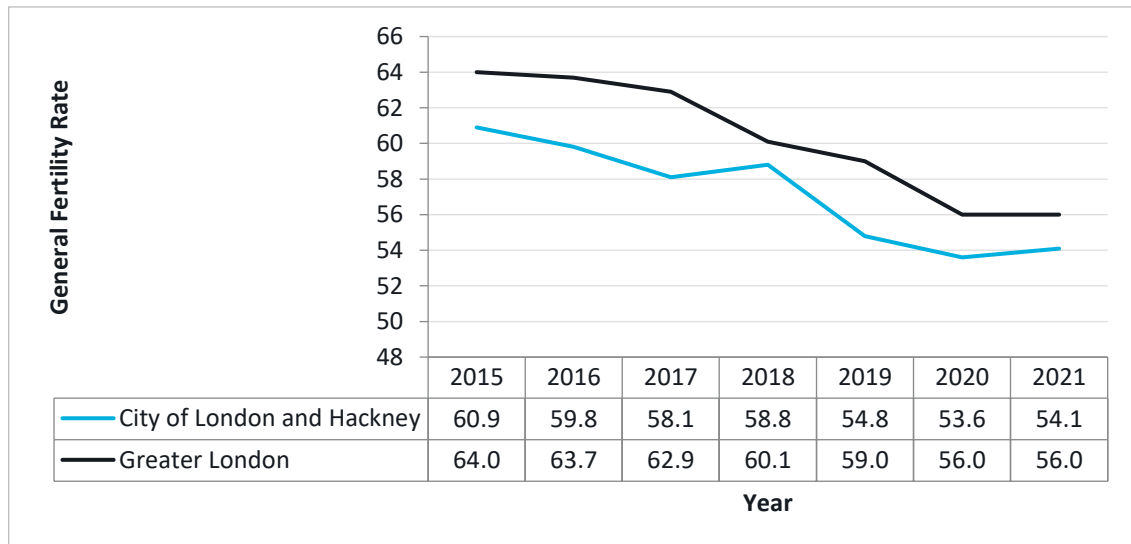
7.1 As per the Equality Act 2010, pregnancy is the condition of being pregnant or expecting a baby, and maternity refers to the period after the birth, and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after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

Baseline equalities data

5.3 In 2021, the General Fertility Rate (GFR) in City of London and Hackney⁵ 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.

5.4 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 Borough, 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



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 the south side of Old Broad Street and north side of Threadneedle 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 carriage way 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 use the 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 walk, improving overall journey experience.
- **Crossing the street:** The increased footway width and reduced carriageway width reduces the distance of crossing the road. This may disproportionately positively impact pregnant people, or mothers with new-born children, who may feel less confident or more vulnerable when crossing the street.
- **Places to sit and rest:** The introduction of new seating outside No.33 Old Broad Street is likely to disproportionately benefit pregnant people and mothers with new-born children who may be more likely to need to stop and rest as part of their journeys.

Potential disproportionately negative impacts

- **Increased journey times:** Pregnant people may find walking and cycling difficult due to the physical exertion when pregnant. They may therefore have a greater need for door-to-door transport such as private cars and taxis. While the proposed scheme is likely to create healthier streets for residents and visitors, maintaining only one direction open for motor traffic on both streets is likely to lead to longer journey times for people travelling by car or taxi. Private cars and taxis can be essential mobility aids for pregnant people and mothers with new-born children. It should also be noted that this is specific to direction of journeys, with southbound traffic towards Old Broad Street and eastbound traffic towards Threadneedle Street likely to be impacted. However, this impact will not be felt by northbound and westbound traffic respectively.
- It is important to recognise however that the number of people affected in this way is likely to be limited, and this permanent scheme is only retaining the change brought in by the ETO in 2020.
- It is worth noting that while the journey time and traffic congestion impacts of this scheme are likely to be relatively minor, impacts need to be considered holistically across all Pedestrian Priority Streets interventions. These schemes, taken together, may create more significant impacts to journey times.
- **Door-to-door access:** Pregnant people and mothers with new-born children may have a greater need for door-to-door transport such as private cars and taxis. Maximum walking distance from drop-off locations to addresses on Old Broad Street and Threadneedle Street will be 170 metres as a result of the scheme.
- It is important to recognise that this scheme only makes permanent the existing restrictions, rather than exacerbating them.

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 to the walking environment.

8 Race

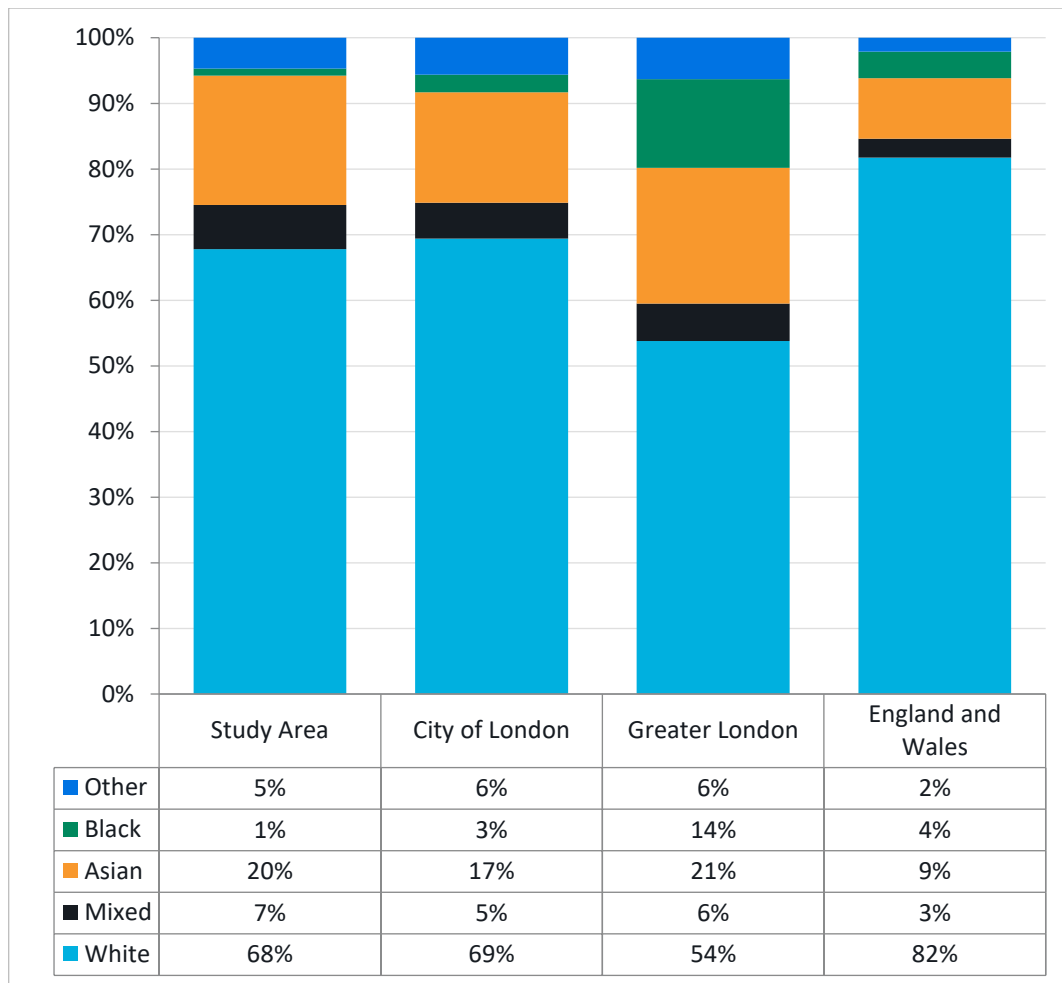
Definition according to the Equality Act 2010

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

- 6.5 Figure 8.1 presents the population of the study area and City of London by ethnicity. Based on Census 2021 data, 69 per cent 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 per cent. The second most common ethnicity is 'Asian' making up 17 per cent and 20 per cent of the residential population in the borough and study area respectively.
- 6.6 14 per cent of residents in Greater London are 'Black', compared to only 1 per cent of residents in the study area. In the study area, 7 per cent identify as 'Mixed', which is a greater share compared to in the borough, Greater London and at a national level.

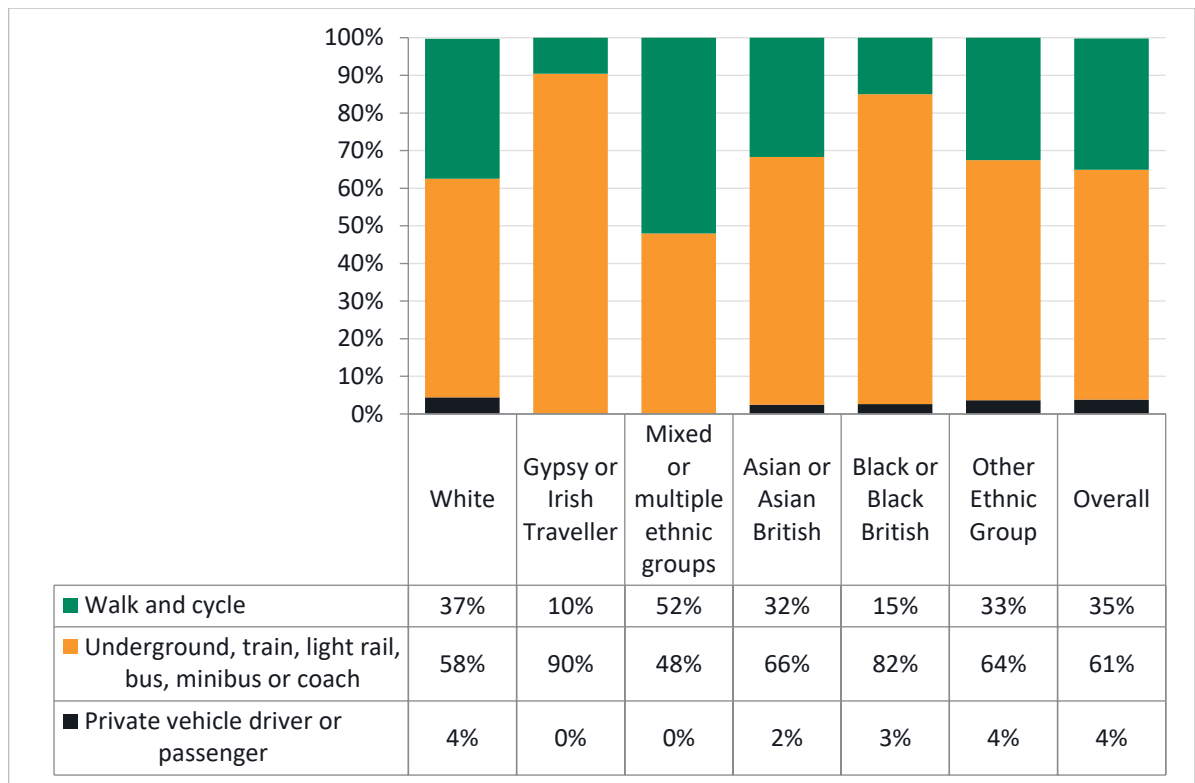
Figure 8.1: Study area and City of London ethnicity compared to London and national averages



Source: Census 2021

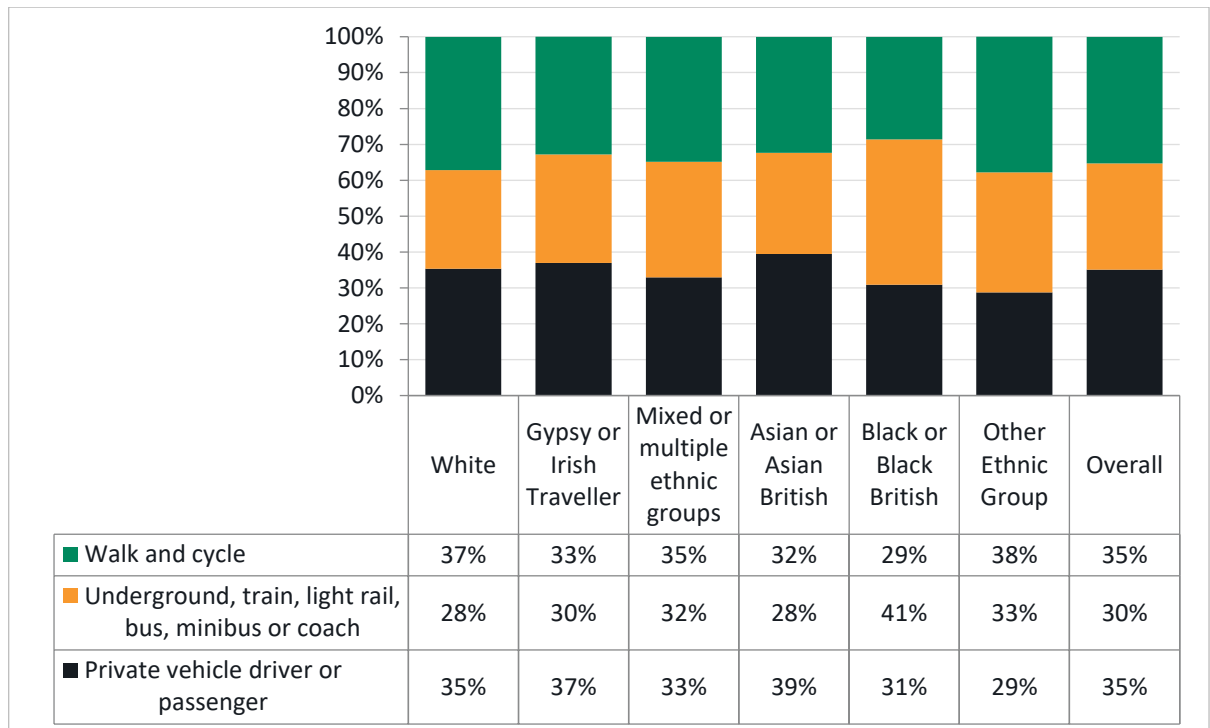
- 6.7 Based on usual travel modes from the LTDS data presented in Figure 8.2, in City of London, ‘Mixed or multiple ethnic groups’ are most likely to walk and cycle (52 per cent) and least likely to use public transport (48 per cent). Across ethnic groups, car usage is either a very small proportion, at most 4 per cent, or not a part of the mode share.
- 6.8 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 per cent say they use the car. ‘Black or Black British’ residents are most likely (41 per cent) to use public transport in London, and they are second most likely (82 per cent) 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

- **Walking environment:** The proposed widened and improved footways along the south side of Old Broad Street and north side of Threadneedle 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 disproportionately benefit ‘Mixed and multiple ethnic groups’ who are currently more likely to walk or cycle (52 per cent) more than any other group in the CoL.
- **Crossing the street:** The increased footway width and reduced carriageway width reduces the distance of crossing the road. This will create a safer and more attractive walking environment and is likely to disproportionately 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.
- **Cycling provision:** ‘Mixed or multiple ethnic groups’ in the CoL are more likely than any other group to use active transport (52 per cent). As a result, they are likely to disproportionately benefit from the retention of the segregated contraflow cycle lanes on both Old Broad Street and Threadneedle Street. Making these changes permanent will lock in the benefits of protecting people cycling from motor traffic.

Potential disproportionately negative impacts

- **Increased journey times:** While the proposed scheme is likely to create healthier streets for residents and visitors, maintaining the one-way system for motor traffic on both streets is likely to lead to longer journey times for people travelling by car or taxi. It should also be noted that this is specific to direction of journeys, with southbound traffic towards Old Broad Street and eastbound traffic towards Threadneedle Street likely to be impacted. However, this impact will not be felt by northbound and westbound traffic respectively. In the CoL, ‘White’ (4 per cent) and ‘Other ethnic groups’ (4 per cent) are more likely to use private vehicles and are therefore likely to be disproportionately negatively impacted.
- It is important to recognise however that the number of people affected in this way is likely to be limited, and this permanent scheme is only retaining the change brought in by the ETO in 2020.
- It is worth noting that while the journey time and traffic congestion impacts of this scheme are likely to be relatively minor, impacts need to be considered holistically across all Pedestrian Priority Streets interventions. These schemes, taken together, may create more significant impacts to journey times.

9 Religion or belief

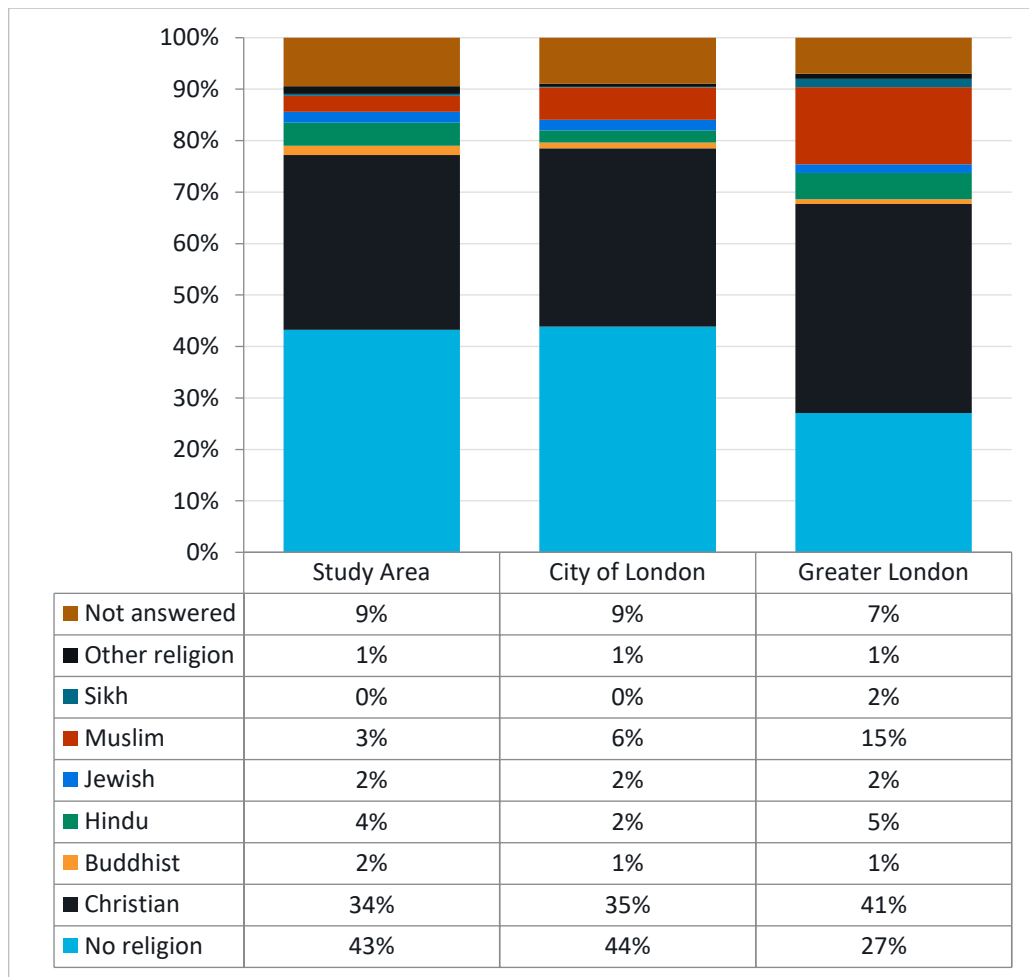
Definition according to the Equality Act 2010

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 per cent) of the population in the study area and in the City of London (44 per cent) selected 'no religion', compared to a substantially smaller proportion (27 per cent) in Greater London.
- 9.2 Over a third of residents (34 per cent) in the study area identified as Christian, compared to 41 per cent in Greater London. 3 per cent of residents in the study area identified as Muslim, compared to slightly more (6 per cent) in City of London. 4 per cent of the population in the study area identified as Hindu, with a slightly smaller proportion (2 per cent) in the City of London.

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



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 worshipers who drive to their place of worship. For those unable to take an alternative method of transport, this may cause a disproportionately negative impact.
- It is important to recognise however that this permanent scheme is only retaining the change brought in by the ETO in 2020.

Recommended mitigating actions

- **Engagement with places of worship:** There are several places of worship in close proximity to Old Broad Street and Threadneedle Street, including the Dutch Church on Austin Friars. It is recommended that these places of worship are actively engaged with to establish whether there have been any disproportionate impacts caused by the ETO scheme, and to review the specific needs of their religious community.

10 Sex

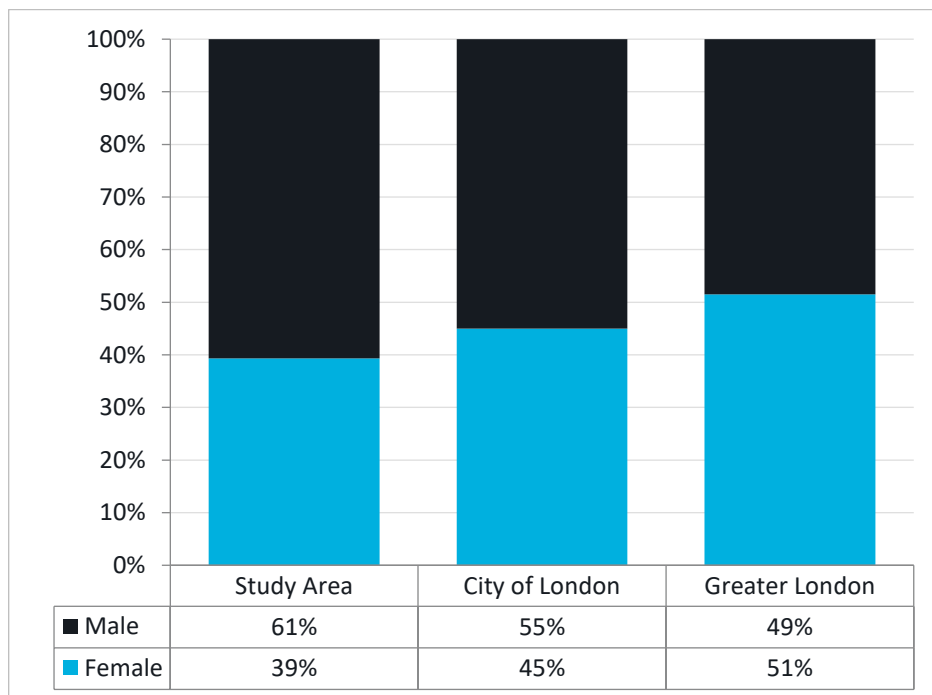
Definition according to the Equality Act 2010

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 per cent, than as female, 39 per cent. 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 per cent) than males (49 per cent).

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



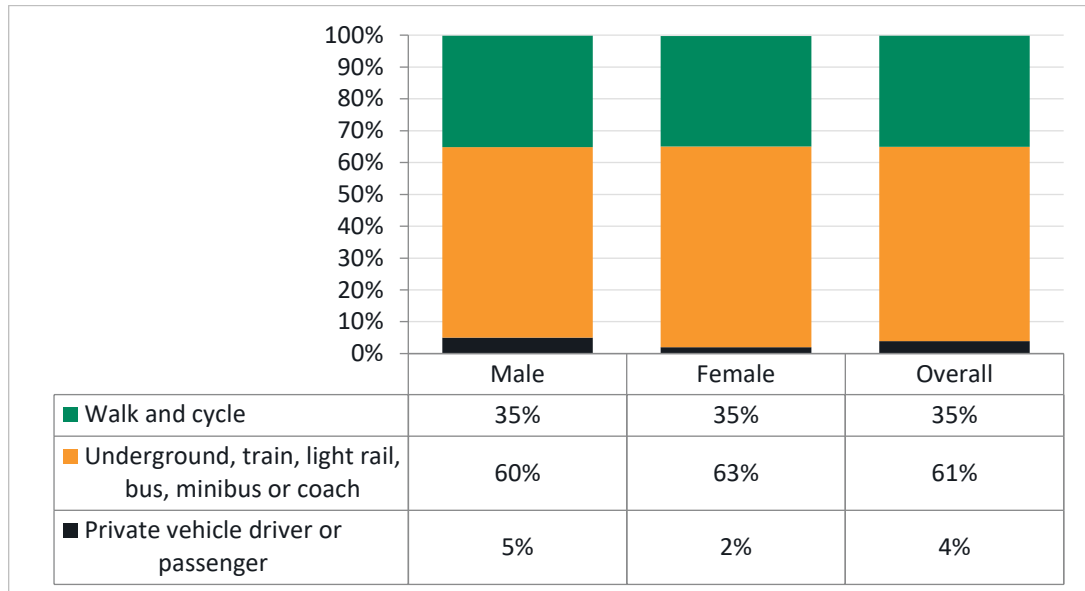
Source: Census 2021

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 per cent) than females (2 per cent), however males are less

likely to use public transport (60 per cent) than females (63 per cent). The likelihood of using active travel modes, such as walking or cycling are even for both sexes.

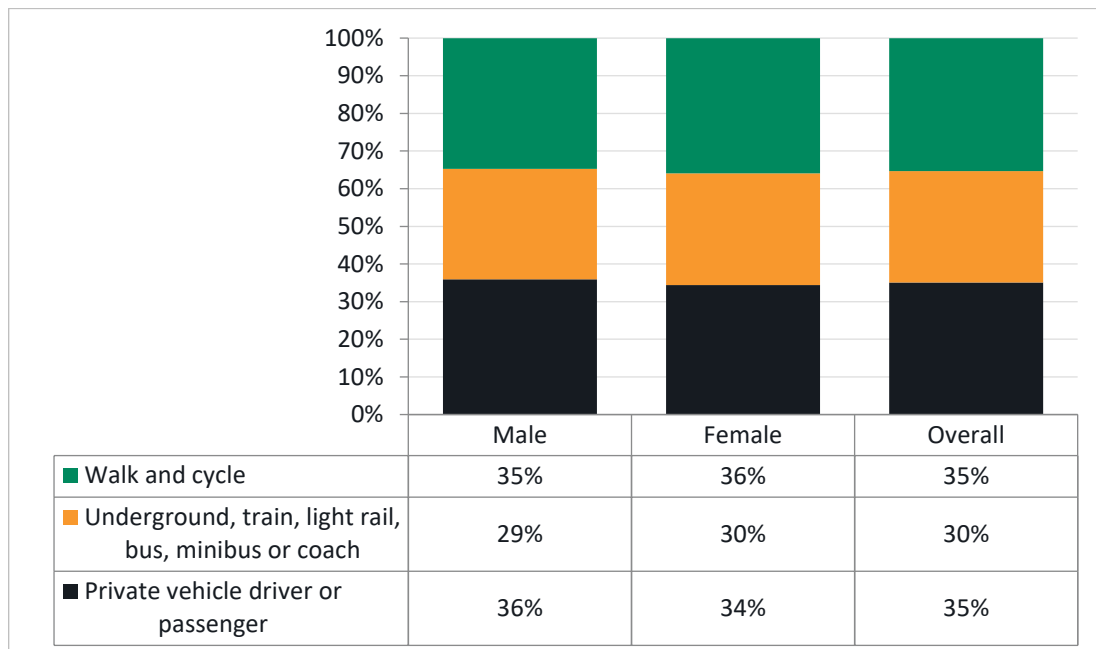
10.3 Compared to the City of London, overall, both males and females are more likely to use a car and less likely to use public transport in London (Figure 10.3). The likelihood of walking and cycling is also even for both sexes in London, and in very similar proportions to the City of London.

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 London



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

- 10.4 Across Greater London, research undertaken by TfL⁶ shows that females are more likely to use buses than males (62 per cent compared to 56 per cent) but are less likely to use other types of transport including the Tube (38 per cent of females compared to 43 per cent of males).
- 10.5 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, females are also more likely to be carers of children⁷, further affecting the transport choices they make.
- 10.6 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).
- 10.7 Females aged 17 or over who are living in London are less likely than males to have a full driving licence (58 per cent compared to 72 per cent) or have access to a car (63 per cent compared to 66 per cent). These factors are likely to be related to the frequency of car use as a driver. Almost four in five (79 per cent) females in London report being able to ride a bike, compared to 91 per cent of males.

Impact assessment

Potential disproportionately positive impacts

- **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 males⁸, as well as their role in taking children to and from educational and recreational facilities.

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

⁷

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

⁸ [https://www.gov.uk/government/statistics/national-travel-survey-2021/national-travel-survey-2021-trips-by-purpose-age-and-sex#:~:text=In%202021%2C%20males%20made%209,miles%20per%20person%20by%20females\).](https://www.gov.uk/government/statistics/national-travel-survey-2021/national-travel-survey-2021-trips-by-purpose-age-and-sex#:~:text=In%202021%2C%20males%20made%209,miles%20per%20person%20by%20females).)

11 Summary of recommended mitigating actions

- 11.1 A summary of the recommended mitigating actions throughout this EqIA is presented below.
- **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 to the walking environment.
 - **Engagement with places of worship:** There are several places of worship in close proximity to Old Broad Street and Threadneedle Street, including the Dutch Church on Austin Friars. It is recommended that these places of worship are actively engaged with to establish whether there have been any disproportionate impacts caused by the ETO scheme, and to review the specific needs of their religious community.
 - **Taxi availability survey:** To better understand the availability of taxis, within the area and the City more broadly, and the associated impact this may have on people who rely upon them as essential mobility aid, it is recommended that a survey is undertaken to collect data on their circulation within the area.
- 11.2 Table 11.1 (overleaf) presents an action plan for each of the mitigating actions identified within this EqIA.
- 11.3 For each action, an action owner has been identified who will be responsible for ensuring that the action is progressed. Furthermore, timescales are outlined to assist with monitoring of this document.
- 11.4 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.

Table 11.1: Action plan

Protected characteristic	Issue identified	Action required/comments	Action owner	Timescale
Age	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 benched seating and planters, a pedestrian comfort level (PCL) assessment should be undertaken to establish whether their inclusion would materially impact on the walking environment.	Project Manager	During implementation and within 3 months of implementation (to assess impact)
Age	Taxi access	To better understand the availability of taxis, within the area and the City more broadly, and the associated impact this may have on people who rely upon them as essential mobility aid, it is recommend that a survey is undertaken to collect data on their circulation within the area.	Project Manager	During implementation and within 3 months of implementation (to assess impact)
Disability	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 benched seating and planters, a pedestrian comfort level (PCL) assessment should be undertaken to establish whether their inclusion would materially impact on the walking environment.	Project Manager	During implementation and within 3 months of implementation (to assess impact)
Disability	Taxi access	To better understand the availability of taxis, within the area and the City more broadly, and the associated impact this may have on people who rely upon them as essential mobility aid, it is recommend that a survey is undertaken to collect data on their circulation within the area.	Project Manager	During implementation and within 3 months of implementation (to assess impact)
Pregnancy and maternity	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 benched seating and planters, a pedestrian comfort level (PCL) assessment should	Project Manager	During implementation and within 3 months of

		be undertaken to establish whether their inclusion would materially impact on the walking environment.		implementation (to assess impact)
Religion	Restricting car usage	There are several places of worship in close proximity to Old Broad Street and Threadneedle Street, including the Dutch Church on Austin Friars. It is recommended that these places of worship are actively engaged with to establish whether there have been any disproportionate impacts caused by the ETO scheme, and to review the specific needs of their religious community.	Project Manager	Within 3 months of implementation

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