

EQUALITY ANALYSIS (EA) TEMPLATE



What is the Public Sector Equality Duty (PSED)?

The Public Sector Equality Duty (PSED) is set out in the Equality Act 2010 (s.149). This requires public authorities, in the exercise of their functions, to have 'due regard' to the need to:

- Eliminate discrimination, harassment and victimisation
- Advance equality of opportunity between people who share a protected characteristic and those who do not, and Foster good relations between people who share a protected characteristic and those who do not

The characteristics protected by the Equality Act 2010 are:

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

What is due regard?

- It involves considering the aims of the duty in a way that is proportionate to the issue at hand
- Ensuring real consideration is given to the aims and the impact of policies with rigour and with an open mind in such a way that influences the final decision

The general equality duty does not specify how public authorities should analyse the effect of their business activities on different groups of people. However, case law has established that equality analysis is an important way public authorities can demonstrate that they are meeting the requirements.

Case law has established the following principles apply to the PSED:

- **Knowledge** – the need to be aware of the requirements of the Equality Duty with a conscious approach and state of mind.
- **Sufficient Information** – must be made available to the decision maker.
- **Timeliness** – the Duty must be complied with before and at the time that a particular policy is under consideration or decision is taken not after it has been taken.
- **Real consideration** – consideration must form an integral part of the decision-making process. It is not a matter of box-ticking; it must be exercised in substance, with rigour and with an open mind in such a way that it influences the final decision.
- **Sufficient information** – the decision maker must consider what information he or she has and what further information may be needed in order to give proper consideration to the Equality Duty.
- **No delegation** – public bodies are responsible for ensuring that any third parties which exercise functions on their behalf are capable of complying with the Equality Duty, are required to comply with it, and that they do so in practice. It is a duty that cannot be delegated.
- **Review** – the duty is not only applied when a policy is developed and decided upon, but also when it is implemented and reviewed.

- Due regard should be given before and during policy formation and when a decision is taken including cross cutting ones as the impact can be cumulative.

What is an Equality Analysis (EA)?

An equality analysis is a risk assessment tool that examines whether different groups of people are, or could be, disadvantaged by service provision and decisions made. It involves using quality information, and the results of any engagement or consultation with particular reference to the protected characteristics to understand the actual effect or the potential impact of policy and decision making decisions taken.

The equality analysis should be conducted at the outset of a project and should inform policy formulation/proposals. It cannot be left until the end of the process.

The purpose of the equality analysis process is to:

- Identify unintended consequences and mitigate against them as far as possible, and
- Actively consider ways to advance equality and foster good relations.

The objectives of the equality analysis are to:

- Identify opportunities for action to be taken to advance quality of opportunity in the widest sense;
- Try and anticipate the requirements of all service users potentially impacted;
- Find out whether or not proposals can or do have any negative impact on any particular group or community and to find ways to avoid or minimise them;
- Integrate equality diversity and inclusion considerations into the everyday business and enhance service planning;
- Improve the reputation of the City Corporation as an organisation that listens to all of its communities; Encourage greater openness and public involvement.

However, there is no requirement to:

- Produce an equality analysis or an equality impact assessment
- Indiscriminately collect diversity data where equalities issues are not significant
- Publish lengthy documents to show compliance
- Treat everyone the same. Rather, it requires public bodies to think about people's different needs and how these can be met
- Make service homogenous or to try to remove or ignore differences between people.

An equality analysis should indicate improvements in the way policy and services are formulated. Even modest changes that lead to service improvements are important. In it is not possible to mitigate against any identified negative impact, then clear justification should be provided for this.

By undertaking an equality analysis officers will be able to:

- Explore the potential impact of proposals before implementation and improve them by eliminating any adverse effects and increasing the positive effects for equality groups
- Contribute to community cohesion by identifying opportunities to foster good relations between different groups
- Target resource more effectively
- Identify direct or indirect discrimination in current policies and services and improve them by removing or reducing barriers to equality

How to demonstrate compliance

The Key point about demonstrating compliance with the duty are to:

- Collate sufficient evidence to determine whether changes being considered will have a potential impact on different groups.
- Ensure decision makers are aware of the analysis that has been undertaken and what conclusions have been reached on the possible implications.
- Keep adequate records of the full decision making process.

In addition to the protected groups, it may be relevant to consider the impact of a policy, decision or service on other disadvantaged groups that do not readily fall within the protected characteristics, such as children in care, people who are affected by socio-economic disadvantage or who experience significant exclusion or isolation because of poverty or income, education, locality, social class or poor health, ex-offenders, asylum seekers, people who are unemployed, homeless or on a low income.

Complying with the Equality Duty may involve treating some people better than others, as far as this is allowed by discrimination law. For example, it may involve making use of an exception or the positive action provisions in order to provide a service in a way which is appropriate for people who share a protected characteristic – such as providing computer training to older people to help them access information and services.

Taking account of disabled people's disabilities

The Equality Duty also explicitly recognises that disabled people's needs may be different from those of non-disabled people. Public bodies should therefore take account of disabled people's impairments when making decisions about policies or services. This might mean making reasonable adjustments or treating disabled people better than non-disabled people in order to meet their needs.

Deciding what needs to be assessed

The following questions can help determine relevance to equality:

- Does the policy affect service users, employees or the wider community, including City businesses?
- How many people are affected and how significant is the impact on them?
- Is it likely to affect people with particular protected characteristics differently?
- Is it a major policy, significantly affecting how functions are delivered?
- Will the policy have a significant impact on how other organisations operate in terms of equality?
- Does the policy relate to functions that engagement has identified as being important to people with particular protected characteristics?
- Does the policy relate to an area with known inequalities?
- Does the policy relate to any equality objectives that have been set?

Consider:

- How the aims of the policy relate to equality.
- Which aspects of the policy are most relevant to equality?
- Aims of the general equality duty and which protected characteristics the policy is most relevant to.

If it is not clear if a policy or decision needs to be assessed through an equality analysis, a Test of Relevance screening tool has been designed to assist officers in determining whether or not a policy or decision will benefit from a full equality analysis. Completing the Test of Relevance screening also provides a formal record of decision making and reasoning. It should be noted that the PSED continues up to and after the final decision is taken and so any Test of Relevance and/or full Equality Analysis should be reviewed and evidenced again if there is a change in strategy or decision.

Role of the assessor

An assessor's role is to make sure that an appropriate analysis is undertaken. This can be achieved by making sure that the analysis is documented by focussing on identifying the real impact of the decision and set out any mitigation or improvements that can be delivered where necessary.

Who else is involved?

Chief Officers are responsible for overseeing the equality analysis proves within departments to ensure that equality analysis exercises are conducted according to the agreed format and to a consistent standard. Departmental equality representatives are key people to consult when undertaking an equality analysis.

Depending on the subject it may be helpful and easier to involve others. Input from another service area or from a related area might bring a fresh perspective and challenge aspects differently.

In addition, those working in the customer facing roles will have a particularly helpful perspective. Some proposals will be cross-departmental and need a joint approach to the equality analysis.

How to carry out an Equality Analysis (EA)

There are five stages to completing an Equality Analysis, which are outlined in detail in the Equality Analysis toolkit and flowchart:

2.1 Completing the information gathering and research stage – gather as much relevant equality-related information, data or research as possible in relation to the policy or proposal, including any engagement or consultation with those affected;

2.2 Analyse the evidence – make and assessment of the impact or effect on different equality groups;

2.3 – Developing an action plan – set out the action you will take to improve the positive impact and / or the mitigation action needed to eliminate or reduce any adverse impact that you have identified;

2.4 Director approval and sign off of the equality analysis – include the findings from the EA in your report or add as an appendix including the action plan;

2.5 Monitor and review – monitor the delivery of the action plan and ensure that changes arising from the assessment are implemented.

The Proposal

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1. What is the Proposal

The St Paul's gyratory project is aimed at bringing transformative change to the area for the longer term. This will include the removal of the 1970's gyratory system (a complex road junction requiring the circular movement of traffic), and introducing two-way working for traffic. The project area stretches from the Museum of London roundabout to the north, to St Paul's underground station to the south. The project aims to make the streets safer for people who walk and cycle and to introduce a greener, more pleasant environment, that is more suitable for the needs of business, residents, and visitors.

The scheme is currently in the feasibility stage and has been narrowed down to four options for more detailed feasibility design. Each option has a different highway layout for vehicles travelling through the project area and these layouts dictate the amount of new public space that can be created. The four options are summarized below and their technical drawings are available below:

Option 1

- The most ambitious of the three options. The partial removal of the gyratory system sees the introduction of two way working on Newgate Street and St Martin Le Grand to its junction with Angel Street, removing significant barriers for traffic travelling in an eastbound direction.
- The closure of the southern section of King Edward Street will provide comprehensive improvements for people walking with the creation of a substantial new public realm space, new footways, along with plentiful seating and greening opportunities.
- Significant improvements to the cycling infrastructure to provide greater segregation between motor vehicles and cycles.
- Pedestrian crossings will be made wider, and additional ones will be added to help provide direct safer walking routes. Pedestrian countdown to be included.
- The changes being made to the existing highways layout are significant, so some journey times for buses will be increased but within acceptable parameters with queueing at junctions and bus journey times.
- Installation of Legible London signage to the City's design specification.
- Reconstruction of footways and carriageway resurfacing to provide a safer and more pleasant environment, re-using materials where possible.
- Installation of HVM security measures will need to be considered within the emerging public realm designs.

Option 1.1

- The partial removal of the gyratory system sees the introduction of two-way working traffic on Newgate Street to its junction with St Martin Le Grand removing significant barriers for all traffic travelling in an eastbound direction. Montague Street will also see the introduction of two-way working traffic to the junction with Little Britain (north) which could improve blue light response times.
- The closure of the southern section of King Edward Street will provide comprehensive improvements for people walking with the creation of a substantial new public realm space, new footways, along with plentiful seating and greening opportunities.

- Significant improvements to the cycling infrastructure to provide greater separation between motor vehicles and cycles.
- Pedestrian crossings will be made wider with more of them to help provide my direct safer walking routes. Pedestrian countdown to be included.
- The changes being made to the existing highways layout are significant, so some journey times for buses will be increased but within acceptable parameters with queueing at junctions and bus journey times.
- Installation of Legible London signage to the City's design specification.
- Reconstruction of footways and carriageway resurfacing to provide a safer and more pleasant environment, re-using materials where possible..
- Installation of HVM security measures will need to be considered within the emerging public realm designs.

Option 2

- Less ambitious than option 1 but more ambitious than option 3. This option involves the partial removal of the gyratory system and sees the introduction of two way working on Newgate Street and St Martin Le Grand to its junction with Angel Street, removing significant barriers for traffic travelling in an eastbound direction.
- King Edward Street south remains open for northbound buses and cycles but the Newgate Street slip is closed to traffic so modest improvement for people walking with significantly less public realm than option 1. Seating and greening opportunities will be limited.
- Significant improvements to the cycling infrastructure to provide greater separation between motor vehicles and cycles.
- Pedestrian crossings will be made wider with more of them to help provide my direct safer walking routes. Pedestrian countdown to be included.
- The changes being made to the existing highways layout are significant so some journey times for buses will be increased but within acceptable parameters with queueing at junctions and bus journey times.
- Installation of Legible London signage to the City's design specification.
- Reconstruction of footways and carriageway resurfacing to provide a safer and more pleasant environment, re-using materials where possible..
- Installation of hostile vehicle movement security measures will need to be considered within the emerging public realm designs.

Option 3

- Less ambitious than both options 1 and 2. Proposes modest changes to the existing highway layout on Newgate Street but retains the core north-south gyratory movements on King Edward St and St Martin Le Grand.
- King Edward Street south remains open northbound for all traffic, buses and cycles but the Newgate Street slip is closed to traffic so a modest improvement for people walking with significantly less public realm than option 1. Seating and greening opportunities are limited.
- Less opportunities for seating and greening, as King Edward Street south remains open for all vehicles.
- The changes being made to the existing highways layout are not significant so impacts on journey times to increase slightly but within acceptable parameters with queueing at junctions and bus journey times.
- Some of the pedestrian crossings made wider to provide a better environment for pedestrians.
- Installation of Legible London signage to the City's design specification.
- Moderate improvements to the cycling infrastructure help to provide some separation between motor vehicles and cyclists.
- Minimal reconstruction of footways and carriageway resurfacing will provide slight improvements to providing a safer and more pleasant environment, re-using materials where possible.
- Installation of HVM security measures will need to be considered within the emerging public realm designs.

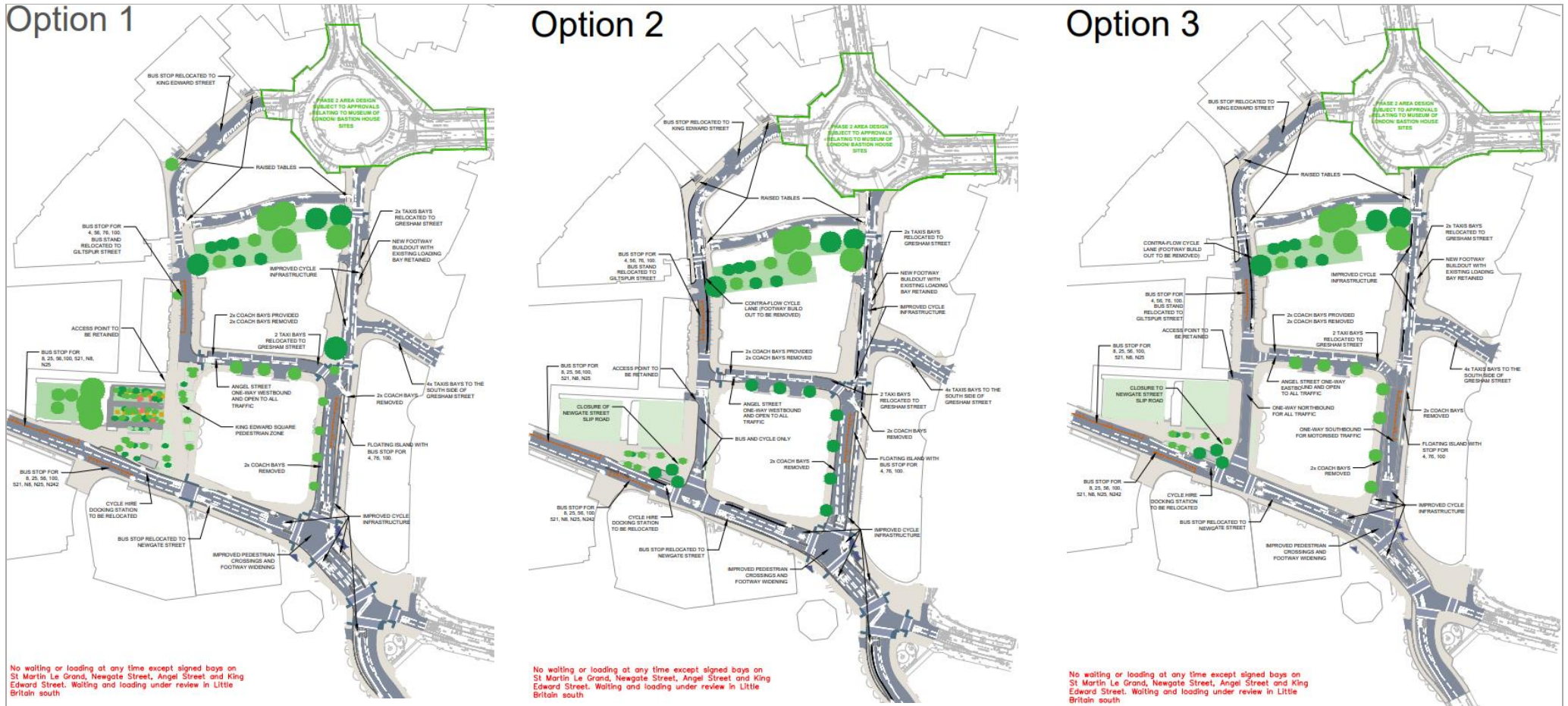


Figure 1: Images of Options 1, 2 and 3 respectively.

All options propose changes to bus stop locations, bus stands, coach and taxi bays. Please note that the relocation of bus stops are within the project area. The revised locations will be less than 200 metres from each other. The preliminary locations have been shared with TfL Buses who have not expressed any concerns to date. Under options 1 and 2, the coach bays on St Martin Le Grand need to be removed to accommodate the new highway layout, with two bays being retained on Angel Street. A net loss of potentially six bays is likely if suitable relocation sites cannot be found. Option 3 would retain four coach bays on Angel street, meaning a net loss of four is likely if suitable relocation sites cannot be found.

A comprehensive traffic modelling exercise in partnership with Transport for London (TfL) is on-going to assess the impact of the new highway layouts and revised vehicle routes on the wider highway network and on journey times. The primary objective is to ensure journey time impacts are within acceptable levels and reduced where

possible.

The current modelling outputs for bus journey times in the peak hours are summarised in the table 1 below.

These show that some bus journey times decrease under the new highway layouts, whilst others experience an increase. An overall average of all bus route journey times shows that option 1 results in a 0-30 second increase in journey times; option 2 in a 1-2 minute increase; and option 3 in a 3-60 second increase (Table 1).

The modelling exercise will continue over coming months and will form a key component of the formal TMAN approval.

Table 1: Bus Journey Times - Feasibility traffic modelling results.

Option	Seven bus routes in project area (both directions modelled):						Avg of AM and PM peak periods journey times
	in the AM Peak			In the PM peak			
	Improvement	Delay		Improvement	Delay		
	Between 0-2 min	0-3 min	5-7 min	Between 0-3 min	0-2 min	2-3 min	
1	4	10	0	7	5	2	0-30 secs
2	3	9	2	4	7	3	1-2 mins
3	5	9	0	4	10	0	30-60 secs

A public engagement exercise took place during December and January 2023. The exercise was publicised via a press release and social media including the City Corporation's Twitter feed. Stakeholders on the project's database were contacted and all properties within the project consultation area were sent a letter and asked to give their views. Over 2,500 people participated, with strong support given for the proposed public space on King Edward Street and for measures to improve the environment for people who walk and cycle.

Respondents had the opportunity to select features they would like to see in any new public space, with greening and seating receiving overwhelming support. This feedback has assisted the consultants appointed to prepare the concept design proposal for the new public space. Responses received have also helped inform changes to the design options for the wider project area. Liaison has also continued with key local stakeholders such as the Cheapside BID, St. Paul's Cathedral and Bart's Hospital. Discussions have also been held with colleagues working on Destination City.

2. What are the recommendations?

The St Paul's gyratory scheme focuses on improving pedestrian and cycling safety, air quality and pedestrian experience by removing parts of the gyratory system and by providing new areas of public realm space. The project aligns with the City's Climate Action Strategy, City Local Plan and Transport Strategy by way of:

- Providing more public space that is accessible to all
- Make the most efficient and effective use of street space by improving pedestrian and cycling safety and reducing motor traffic
- Prioritising the needs of people walking
- Delivering world-class public realm
- Incorporating protection from adverse weather in the design of streets and the public realm
- Introducing climate resilient and adaptive landscaping in planned work

This EA reviews all three shortlisted options together to highlight impacts that may positively or negatively affect certain protected characteristic groups early in the process. Each option has the same project objectives and therefore many similarities are shared between options relating to potential impacts on certain groups.

The Test of Relevance for the St Pauls gyratory project carried out on the 7 December 2022) identified that people who fall into the following protected characteristic groups: Age, Disability and Pregnancy/Maternity will be affected by the proposals. This EA has been produced to further inform the decision-making process at this time. The information and recommendations provided will be used to focus design measures for reducing any negative impacts on PCGs identified and to focus discussions with groups representing those protected characteristics.

Once the final design option has been decided, a more detailed EA assessment will be undertaken for that scheme, which will be informed by further investigations, engagement with key stakeholders and relevant guidelines, such as the City of London Street Accessibility Tool, Department for Transport's (DfT) Inclusive Mobility Guide 2021¹, Transport for London (TfL)'s Pedestrian Comfort Guidance Technical guide² etc. Until that time, it is recommended that project leads continue to work with stakeholders to ensure that the final designs are informed and seek to maximise benefits and mitigate against negative impacts..

3. Who is affected by the Proposal?

The area is in a key commercial district hosting primary business, retail spaces, as well as restaurants, cafes, and pubs used by visitors, workers and residents. It is also close to several high-profile places of interest including St Paul's Cathedral, St Bartholomew's Hospital, Barbican Center, Old Bailey, Guildhall, Bank of England, One New Change and Postman Park.

With over 2,000 years of experience in welcoming the world, the City of London has always been, and continues to be, one of the most historic, yet innovative destinations, welcoming business, residents and visitors from across the globe.

¹ [Inclusive Mobility. A Guide to Best Practice on Access to Pedestrian and Transport Infrastructure \(publishing.service.gov.uk\)](https://publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/101444/inclusive-mobility-a-guide-to-best-practice-on-access-to-pedestrian-and-transport-infrastructure)

² [Pedestrian Comfort Guidance for London \(tfl.gov.uk\)](https://www.tfl.gov.uk/corporate/consultation/pedestrian-comfort-guidance-technical-guide)

In 2021 it was estimated that there were 7.8 million visits to the City of London and 1.54 million visits to City attractions³. The office of National Statistics indicates there are around 587,000 workers in the City of London (1 in every 54 GB workers)⁴ and the Mid-2020 population survey estimates 10,938 live in the Square Mile⁵.

The proposed scheme is in close proximity to:

- A number of places of worship including St Paul's Cathedral, St Peter West Cheap Church, St Botolph's without Aldersgate.
- Health and pharmacy services at St Bartholomew Hospital, Boots Cheapside and walking distance to the Neaman Practice.
- In terms of transport connections, it is located directly adjacent to St Paul's underground station entrances and a short distance from Mansion House station entrance. It is also accessible from Bank Station, Moorgate, and Backfires, Cannon Street, City Thames Link and Farringdon Station rail stations.
- Other tourist attractions in close proximity, including Christchurch Greyfriars Church Yard, Paternoster Square, Millennium Bridge, Smithfield Market, and the Old Roman Wall to name a few.

There is also local residential housing with high densities located along Little Britain, Amen Court and Bart's Square (see Figure 2).

³ <https://www.cityoflondon.gov.uk/things-to-do/tourism-trends-and-strategies/tourism-statistics>

⁴ <https://www.cityoflondon.gov.uk/supporting-businesses/economic-research/research-publications/city-statistics-briefing>

⁵ <https://www.ons.gov.uk/peoplepopulationandcommunity/populationandmigration/populationestimates/datasets/populationestimatesforukenglandandwalesscotlandandnorthernireland>

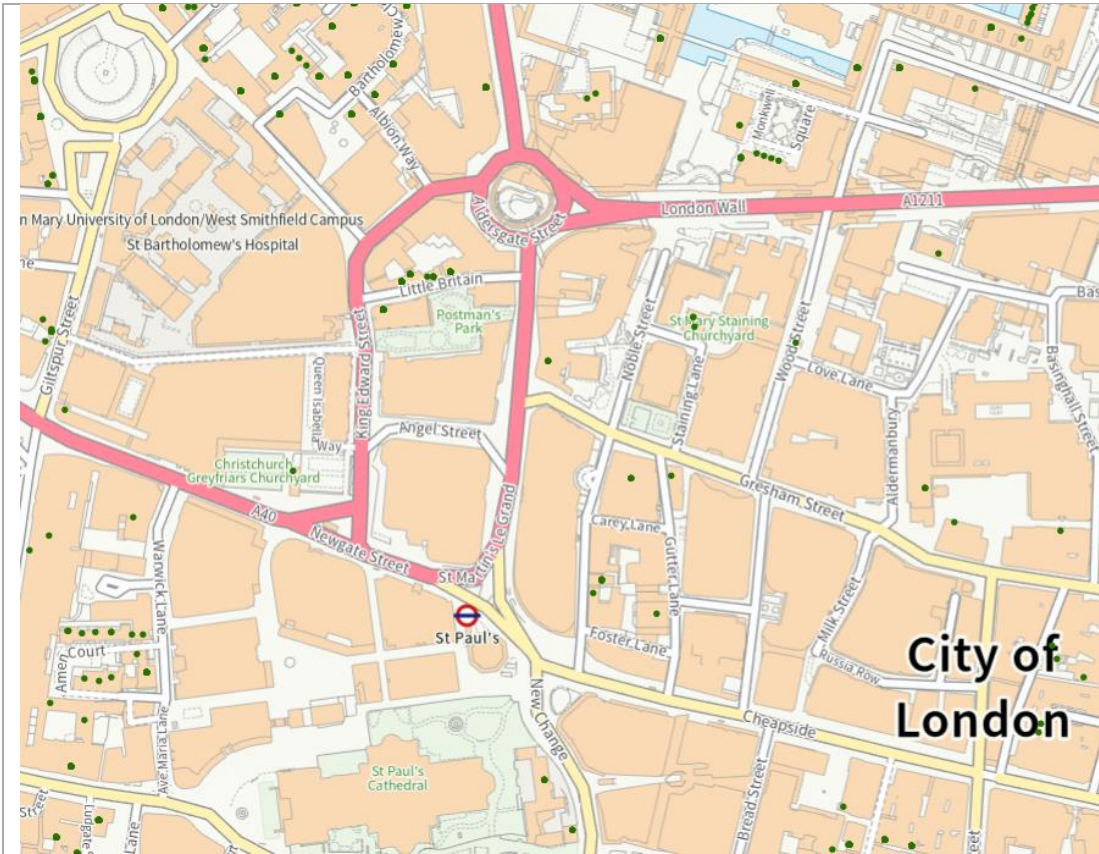


Figure 2: Residential units in close proximity to the proposed scheme.

Age - Additional Equalities Data (Service Level or Corporate)

There are 587,000 workers in the City of London (1 in every 54 GB workers) and it is the work location to one of the youngest, most highly skilled and international workforces across the country⁶. City of London Workforce CENSUS 2011 show that the ages of 25-34 contribute a substantial proportion of the workforce at 39%. The same age range for Greater London comprises 31% of the workforce. This shows that the City of London has a greater proportion of young professionals compared to Greater London. Similarly, the 35-49 age group comprises 39% of the workforce in the City of London, compared to 36% of the Greater London workforce. The percentage of the workforce in the City of London aged 50 years and above (14%) is lower than the percentage for Greater London (23%), showing that the City of London has a smaller proportion of older professionals.

The Office for National Statistics (ONS) Mid-2020⁷ population estimates for the City of London states a total population of 10,938. The age breakdowns for the City of London and Greater London indicate that it has a smaller percentage of people under the age of 15 (15.3%) compared to Greater London (20.6%). Conversely, the City of London has a slightly higher percentage of people aged 16 to 24 years and 65 years and over, when compared to Greater London. The percentage of people aged 25 to 64 years is similar between the City of London and Greater London.

It is estimated that there were 7.8 million visits to the City of London in 2021, with 1.54 million visitors to City attractions⁸. There is limited information on the age of visitors.

When we review the STATS19 traffic collision data specific to the City of London, between 1 January 2017 to the 1 January 2022 we can see that people in the 20-29 and 30 – 39 age groups make up around 60% of casualties involved in a collision (Figure 3).

Casualties by Casualty Age band and Casualty Severity

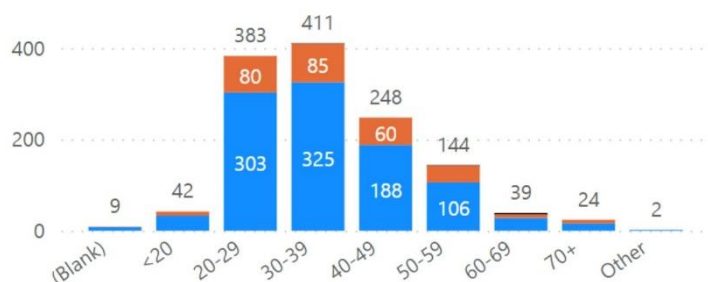


Figure 3: Shows the STATS19 traffic collision casualties by casualty age band. It also shows the severity data (blue bar indicates slight injuries and orange bar indicates

⁶ <https://www.cityoflondon.gov.uk/supporting-businesses/economic-research/research-publications/city-statistics-briefing>

⁷ <https://www.ons.gov.uk/peoplepopulationandcommunity/populationandmigration/populationestimates/datasets/populationestimatesforukenglandandwalesscotlandandnorthernireland>

⁸ <https://www.cityoflondon.gov.uk/things-to-do/tourism-trends-and-strategies/tourism-statistics>

killed or seriously injured) specific to the City of London, between 1 January 2017 to the 1 January 2022.

What is the proposal's impact on the equalities aim?

A key objective of the Mayor of London's Healthy Streets programme is to improve the quality and safety of streets by implementing new or improved infrastructure. This includes measures such as improvements to crossings, addressing maintenance issues and providing more places for people to stop and rest.

As older people (65+) undertake the highest proportion of their trips by foot and cite addressing physical barriers as important for encouraging them to travel more, improvements to the street environment facilitate navigation, leading to a better experience with the potential for more active travel among this group. Given that there are more pedestrians than motor vehicles during peak hours, there is a strong case for reallocating road space for their comfort and benefit.

Option 1 will provide comprehensive improvements to the public realm with plentiful seating and greening opportunities. Street trees and other greening can also play a key role in helping to remove harmful PM¹⁰ particulates and NO² roadside emissions⁹ and mitigating against climate change impacts such as heating of streets (and provision of shaded areas), both of which young people and elderly people are disproportionately affected by^{10,11}.

People of young and old age are more vulnerable to poor air quality. For young children negative air quality can lead to reduced lung development and for the elderly this can lead to a range of long-term health problems, therefore a reduction in emissions from private vehicle use and increases in active modes of travel will disproportionately benefit these age groups through improved air quality and increased physical activity.

Creating additional space for pedestrians is likely to improve conditions for these people by creating a safer, less crowded environment. This will disproportionately

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

Option 1 will give the most benefits to better advance equality and foster good relations as the closure of the southern section of King Edward Street will provide comprehensive improvements for people walking with the creation of a substantial new public realm space, new footways, along with plentiful seating and greening opportunities.

Resurfacing and creating wider, safer pedestrian crossings with pedestrian countdowns will disproportionately advantage people of older and young age groups, however, the positive impacts associated with the improved pedestrian environment and public realm, are likely to be felt by all users, including residents, visitors, and commuters to the area, regardless of age.

All options will alter the way that vehicles can travel through the project area and this may require people to walk more or adjust their bus or car journey to a different route than they currently take. It is highly recommended that the following should be considered to mitigate any negative impacts when developing and choosing the scheme:

Further investigation is needed to understand the severity of impacts and proposed mitigations.

The impacts of construction works should be reviewed closely - ensuring hoarding doesn't restrict access. Several potential negative impacts on elderly and younger people have been identified if the appropriate measures are not in place during the construction phase¹³.

⁹ https://www.london.gov.uk/sites/default/files/valuing_londons_urban_forest_i-tree_report_final.pdf

¹⁰ <https://www.unep.org/news-and-stories/blogpost/young-and-old-air-pollution-affects-most-vulnerable>

¹¹ <https://www.gov.uk/government/publications/health-matters-air-pollution/health-matters-air-pollution>

¹³ [Transport, health and wellbeing \(publishing.service.gov.uk\)](https://www.transport.gov.uk/publications/transport-health-and-wellbeing)

benefit those aged 65+, as a third of trips made by this age group are by walking (higher than for any other age group) and those aged 60+ also have a higher-than-average likelihood of being killed or seriously injured if involved in a collision within the City.

All three options provide better infrastructure for cycling. Option 2 provides the greater amount of separation between motor vehicles and cyclists, followed by options 1 and 3 respectively. Furthermore, Options 1 and 2 would provide the benefits for those travelling through the area on adaptable bikes. Improving cycling infrastructure and creating additional space for cyclists is likely to improve conditions for people aged 20 – 40 who are the age group that are most represented in traffic collisions within the City of London (Figure 3). Furthermore, providing better conditions for cycling can empower more people to cycle.

Improvements for pedestrians will benefit both older and younger people who use public transport, as they are likely to walk to/from the nearest public transport stop.

Research undertaken by Age UK shows that 52% of those aged 65 and over are disabled compared with only 9% under 64¹². Furthermore, those aged 60+ are more likely to suffer from slight mobility impairments due to aging, which may not fall under the disability characteristic. This can include slower movement and reaction time, and some may use mobility aids for walking. Additional space for walking and seating provision is likely to be particularly beneficial for those who find it difficult to navigate narrow and crowded footways.

We do not have any specific information on the age of bus users in the City of London or age groups who use cars, however, we can assume that people who fall within higher age group may be more likely to use cars, taxi and bus services. Residents, workers or visitors may rely on private cars, private hire vehicles, taxis or buses for mobility and may be impacted by longer journeys and the removal of taxi stands. Longer journeys by car and private hire vehicle or taxi may involve higher costs and could increase weekly spending, especially for those who need to access hospital services at Bartholomew's Hospital or the Naaman Practice.

These include:

- Wheelchair and mobility aid users may find it difficult to utilise the temporary ramps
- Construction noise can negatively affect elderly and young people
- Construction can also generate additional dust and pollutants which negatively impact people with respiratory or long-term illnesses
- Suitable diversion routes with appropriate signage for any required footway closures. Continued liaison with stakeholders should also be undertaken to inform the plans.

It is recommended that level pavements and access is provided throughout to enable easy access for elderly people, particularly those using mobility aids, as well as those age groups travelling with young children in pushchairs.

As the relandscaping project includes seating, it is advised that there is sufficient seating, for different audience use. This will enable pregnant women, elderly people and those with young children to access seating.

¹² <https://www.ageuk.org.uk/london/about-us/media-centre/facts-and-figures/>

Key borough statistics:

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

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

- [Population projections](#)

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

Disability - Additional Equalities Data (Service Level or Corporate)

The Pave the Way report¹⁴ found that any change implemented which affects the movement of vehicles, pedestrians, or traffic flows will have an impact on disabled people, as they feel the changes more strongly due to limited alternative options for travel.

The Greater London Authority (2019) equality evidence base states that 19% of the London population are disabled and defined according to the Equality Act as having a physical or mental impairment that has a 'substantial' and 'long-term' negative effect on their ability to do normal daily activities. The 2011 Census identified that for the City of London's population:

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

No workforce data is available for this protected characteristic and the resident population is too small to identify any trends, as such, the City of London resident population is relied upon. Furthermore, it is important to note that disability is closely related to age: 13% of the working age population are disabled versus 28% of people aged 65 or over¹⁵.

We note that some impairments and disabilities do not fall into one category – such as mobility or Chronic illness/long-term health condition, and that they may fluctuate or affect different people in different ways. Thus, we have taken the barriers that person faces into consideration within this EA In addition, to people with physical, mental and hidden impairments this EA aims to take carers who provide unpaid care for a friend or family member who due to illness, disability, or a mental health issue cannot cope without their support into consideration.

What is the proposal's impact on the equalities aim?

All three proposals will add new or improved access infrastructure, for example, improvements to crossings, addressing maintenance issues, and providing more places for people to stop and rest, which could benefit disabled people.

Option 1 will provide comprehensive improvements to the public realm with plentiful seating and greening opportunities. Street trees and other greening can also play a key role in helping to improve air quality, which disabled people are disproportionately affected

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

Further investigation is needed into understand the impacts on bus journey times with the Transport for London (TFL) bus planning team. As a number of bus stops/stands will be relocated or removed as a result of the scheme for all options, further investigation is needed to understand the full extent of this impact on people with disabilities accessing the area, especially for work and health reasons.

¹⁴ <https://www.transportforall.org.uk/campaigns-and-research/pave-the-way/>

¹⁵ <https://data.london.gov.uk/dataset/equality--diversity-and-inclusion-evidence-base>

by¹⁶¹⁷.

Pedestrian enhancements could be of particular benefit to people with a disability in terms of navigating an urban environment, including but not limited to those using walking aids, wheelchair or mobility scooter. Furthermore, the introduction of pedestrian priority streets with access closed to motor traffic will create significantly more space for pedestrians and reduce crowding around the junctions. Enhanced mobility is likely to be of particular benefit to this group as some disabled older people.

All three options provide better infrastructure for cycling. Option 2 provides the greater amount of separation between motor vehicles and cyclists, followed by options 1 and 3 respectively. Furthermore, Options 1 and 2 would provide the benefits for those travelling through the area on adaptable bikes. Providing better conditions for cycling can empower more disabled people to cycle.

Disabled residents, workers or visitors may rely on private cars, private hire vehicles or taxis for mobility and may be impacted by longer journeys. Longer journeys may involve higher costs and could increase weekly spending, especially for those who need to access hospital services at Bartholomew's Hospital or the Naaman Practice. Furthermore, bus delays could disproportionately impact disabled people who rely more heavily on bus journeys.

The City Corporation should continue to work with TfL and other stakeholders, and review exiting demand data, bus interchange level of service within the area of study, etc. City Corporation officers should ensure they engage with local access groups to understand barriers. Different engagement approaches should be used to ensure as many individuals as possible can provide feedback on their experiences and on the proposals.

The impacts of construction works should be reviewed closely - ensuring hoarding doesn't restrict access. Several potential negative impacts on disabled people have been identified if the appropriate measures are not in place during the construction phase¹⁸.

These include:

- Wheelchair and mobility aid users may find it difficult to utilise the temporary ramps
- Construction noise can negatively affect disabled people
- Construction can also generate additional dust and pollutants which negatively impact people with respiratory or long-term illnesses
- suitable diversion routes with appropriate signage for any required footway closures. Continued liaison with stakeholders should also be undertaken to inform the plans.

It is recommended that level pavements and access is provided throughout to enable easy access. Furthermore, as the public realm enhancements include seating, it is advised that there is sufficient seating, for different audience use. This will enable a people with a range of disabilities to feel welcome.

¹⁶ <https://www.unep.org/news-and-stories/blogpost/young-and-old-air-pollution-affects-most-vulnerable>

¹⁷ <https://www.gov.uk/government/publications/health-matters-air-pollution/health-matters-air-pollution>

¹⁸ [Transport, health and wellbeing \(publishing.service.gov.uk\)](https://publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/101111/Transport_health_and_wellbeing.pdf)

Key borough statistics:

Day-to-day activities can be limited by disability or long term illness – In the City of London as a whole, 89% of the residents feel they have no limitations in their activities – this is higher than both in England and Wales (82%) and Greater London (86%). In the areas outside the main housing estates, around 95% of the residents responded that their activities were not limited. Additional information on Disability and Mobility data, London, can be found on the [London Datastore](#).

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

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

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

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

Gender Reassignment

Check this box if NOT applicable

Gender Reassignment - Additional Equalities Data (Service Level or Corporate)

We have not identified any adverse impacts at this time.

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

Click or tap here to enter text.

Key borough statistics:

- [Gender Identity update 2009 - ONS](#)

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

Click or tap here to enter text.

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

Pregnancy and Maternity

Check this box if NOT applicable

Pregnancy and Maternity - Additional Equalities Data (Service Level or Corporate) *Include data analysis of the impact of the proposals*

The birth rate in the City of London was 7.9 births per 1000 people in 2016, approximately 33% below the national average. Considering the birth rates, this is likely there will be a small number of people who are pregnant and a small number of people with young children in the City. Of the working population it is unclear how many people are pregnant women or parents with infants and/or young children. However, it can be assumed that many will travel in and out of the City for work or leisure purposes.

What is the proposal's impact on the equalities aim?

Pregnant women who rely on buses, private cars, private hire vehicles or taxis for mobility may be impacted by longer journeys and the removal of taxi ranks.

The majority of journeys in the City of London involve walking, either because they are completely walked or as part of a walking leg to access a public transport stop. The proposal would improve walking for all pedestrians across St Paul's Gyratory by providing more space on footways, and reallocating road space for pedestrian usage. This is likely to disproportionately benefit those travelling with prams, who may find it difficult to negotiate crowded and narrow footways. It will also benefit those walking with infants or small children, enabling them to walk side-by-side more easily.

There is growing evidence showing that prenatal exposure to air pollution is associated with a number of adverse outcomes in pregnancy. Therefore, a reduction in emissions from private vehicle use and increases in active modes of travel will disproportionately benefit pregnant women.

Key borough statistics:

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

- [Contraception and Fertility Rates](#)
- [Live Births](#)

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

It is recommended that level pavements and access is provided throughout to enable easy access. Furthermore, as the public realm enhancements include seating, it is advised that there is sufficient seating, for different audience use.

Further investigation is needed into understand the impacts on bus journey times with the Transport for London (TfL) bus planning team. The City Corporation should continue to work with the TfL and other stakeholders, and review exiting demand data, bus interchange level of service within the area of study, etc.

City Corporation officers should ensure they engage with people who use the local area to better understand the impacts.

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

Race - Additional Equalities Data (Service Level or Corporate)

When looking at ethnic groups, 79% of the residential population residing in the Square Mile are White. The second largest ethnic group in the resident population is Asian, which totals 12.7%. The Square Mile has a relatively small Black population, less than London and England and Wales, comprising 2.6% of residents. This is considerably lower than the Greater London wide percentage of 13.3% and smaller than the percentage for England and Wales of 3.3%.

The City of London's workforce is relatively international with 40% of workers born outside the UK (2019). ONS 2019 Annual Population Survey data suggests approximately 26.5% of the City's workforce was non-white¹⁹.

What is the proposal's impact on the equalities aim?

The majority of journeys in the City of London involve walking, either because they are completely walked or as part of a walking leg to access a public transport stop. This option would improve walking for all pedestrians across Bank junction by providing more space on footways, and reallocating road space for pedestrian usage. Improvements for pedestrians will directly benefit those groups who are more likely to use public transport, as they are likely to walk to/from the nearest public transport stop.

Improvements to cycle safety are likely to disproportionately benefit Mixed or Multiple Ethnic Groups. It will also encourage more cycling by ethnic groups that are currently less likely to cycle through increasing the safety of cyclists with motor traffic reduction and reducing the amount of turning vehicles.

Ethnic minority groups are more likely to use buses than other groups, therefore would be disproportionately affected by any increases in bus journey times.

The COVID-19 pandemic has shone a light on existing healthcare inequalities, especially around the disproportionate impact on people from black and minority ethnic groups. A number of studies, including a [report by Public Health England](#)²⁰ and the Lancet paper on ethnic differences, have found that those from

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

Further investigation is needed into understand the impacts on bus journey times with the Transport for London (TfL) bus planning team.

The City Corporation should continue to work with the TfL and other stakeholders, and review exiting demand data, bus interchange level of service within the area of study, etc.

City Corporation officers should ensure they engage with local businesses, especially Bartholomew's hospital to understand barriers. Different engagement approaches should be used to ensure as many individuals as possible can provide feedback on their experiences and on the proposals.

¹⁹ <https://www.cityoflondon.gov.uk/assets/Business/city-statistics-briefing-2021.pdf>

²⁰chrome-

extension://efaidnbmnnnibpcjpcglclefindmkaj/https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/892376/COVID_stakeholder_engagement_

<p>ethnic minority groups, during wave two of the coronavirus pandemic, were more likely to test positive for COVID-19, become severely ill and die.</p>	
<p>Key borough statistics: Our resident population is predominantly white. The largest minority ethnic groups of children and young people in the area are Asian/Bangladeshi and Mixed – Asian and White. The City has a relatively small Black population, less than London and England and Wales. Children and young people from minority ethnic groups account for 41.71% of all children living in the area, compared with 21.11% nationally. White British residents comprise 57.5% of the total population, followed by White-Other at 19%.</p>	<p>The second largest ethnic group in the resident population is Asian, which totals 12.7% - this group is fairly evenly divided between Asian/Indian at 2.9%; Asian/Bangladeshi at 3.1%; Asian/Chinese at 3.6% and Asian/Other at 2.9%. The City of London has the highest percentage of Chinese people of any local authority in London and the second highest in England and Wales. The City of London has a relatively small Black population comprising 2.6% of residents. This is considerably lower than the Greater London wide percentage of 13.3% and also smaller than the percentage for England and Wales of 3.3%.</p> <p>See ONS Census information or Greater London Authority projections.</p> <p>NB: These statistics provide general data for these protected characteristics. You need to ensure you have sufficient data about those affected by the proposal.</p>

Religion or Belief

Check this box if NOT applicable

Religion or Belief - Additional Equalities Data (Service Level or Corporate)

2011 census data indicates that 45% of the City's residential population are Christian while many residents either belong to other faiths or do not belong to a religious group (43%). This is followed by 6% Muslim, 2% Jewish and Hindu and 1% Buddhist.

What is the proposal's impact on the equalities aim?

There are a number of places of worship including St Paul's Cathedral, St Peter West Cheap Church, St Botolph's without Aldersgate, St Bartholomew the less, Holy Sepulchre Church, St Lawrence Jewry.

Option 1 will provide comprehensive improvements to the public realm with plentiful seating and greening opportunities. Street trees and other greening can also play a key role in helping to remove harmful PM¹⁰ particulates and NO² roadside emissions²¹ and mitigating against climate change impacts such as heating of streets (and provision of shaded areas), both of which benefit people attending places of worship close the proposal site.

People of young and old age are more vulnerable to poor air quality. For young children negative air quality can lead to reduced lung development and for the elderly this can lead to a range of long-term health problems, therefore a reduction in emissions from private vehicle use and increases in active modes of travel will disproportionately benefit these age groups through improved air quality and increased physical activity that might visit places of worship close to the proposal site.

Creating additional space for pedestrians is likely to improve conditions for this group by creating a safer, less crowded environment. Creating additional space for cyclists is likely to improve conditions for people cycling to places of worship.

Residents, workers or visitors who rely on private cars, private hire vehicles, taxis or buses for get to places of worship close the proposal site may be negatively

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

Further investigation is needed into understand the impacts on bus journey times with the Transport for London (TFL) bus planning team. As a number of bus stops/stands will be relocated or removed as a result of the scheme for all options, further investigation is needed to understand the full extent of this impact on people visiting places of worship.

The City Corporation should continue to work stakeholders to understand the impact of the proposal on people visiting places of worship in the area. Furthermore, the impacts of construction works should be reviewed closely to ensure it doesn't restrict access to these sites,

²¹ https://www.london.gov.uk/sites/default/files/valuing_londons_urban_forest_i-tree_report_final.pdf

<p>impacted by longer journeys and the removal of taxi stands. Longer journeys may involve higher costs as previously noted.</p>	
<p>Key borough statistics – sources include: The ONS website has a number of data collections on religion and belief, grouped under the theme of religion and identity. Religion in England and Wales provides a summary of the Census 2011 by ward level</p>	<p>NB: These statistics provide general data for these protected characteristics. You need to ensure you have sufficient data about those affected by the proposal.</p>

Sex - Additional Equalities Data (Service Level or Corporate)

The Office of National Statistics (ONS), Business Register and Employment Survey 2018 (2019 release) found that in 2019, the Square Mile has the second-largest workforce after the City of Westminster, with a gender split of 63% males and 37% females²².

When we review the STATS19 traffic collision data specific to the City of London, between 1 January 2017 to the 1 January 2022 we can see that men are more likely to be involved in a collision, furthermore, when we review this in more detail we can see that men make up the majority of casualties involved in a pedal cycle collision (Figure 4)

Casualties by Casualty Gender and Casualty Severity

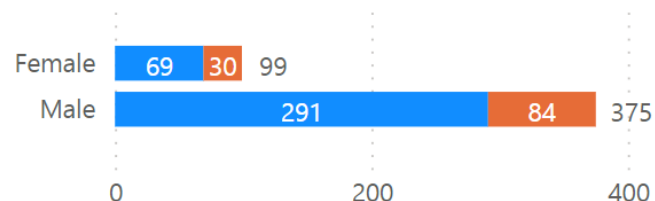


Figure 4: Shows the STATS19 pedal cycle collision casualties by casualty Gender and Severity (blue bar indicates slight injuries and orange bar indicates killed or seriously injured) specific to the City of London, between 1 January 2017 to the 1 January 2022.

What is the proposal's impact on the equalities aim?

Males cycle more than females, but the gap in England narrowed somewhat in 2020²³. TfL have also considered casualty numbers in London using the recently published "Road Danger Reduction Dashboard", 2019 it found that men were more likely to be a casualty in a collision in London than women across all modes of travel. When reviewed in more detail it was found that men are more likely to be a casualty in a collision involving a pedal bike²⁴. Therefore, improving cycling infrastructure is likely to disproportionately benefit men who cycle.

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

Using communication tools to promote the schemes and their contribution to providing better infrastructure for walking and cycling, the City Corporation could support more people to walk and cycle more, which has numerous benefits health and wellbeing.

²² <https://www.cityoflondon.gov.uk/assets/Business/city-statistics-briefing-2021.pdf>

²³ <https://www.cyclinguk.org/statistics>

²⁴ <https://tfl.gov.uk/corporate/publications-and-reports/road-safety>

<p>In addition, it is worth noting that TfL Customer Pulse Survey, cycling module statistics found that in London indicate that representation from women is disproportionality low when it comes to cycling²⁵.</p> <p>All three options provide better infrastructure for cycling. Option 2 provides the greater amount of separation between motor vehicles and cyclists, followed by options 1 and 3 respectively. Furthermore, Options 1 and 2 would provide the benefits for those travelling through the area on adaptable bikes. Creating additional space for cyclists is likely to improve conditions and safety for men. Providing better conditions for cycling can empower more women to cycle.</p>	
<p>Key borough statistics:</p> <p>At the time of the 2011 Census the usual resident population of the City of London could be broken up into:</p> <ul style="list-style-type: none"> • 4,091 males (55.5%) • 3,284 females (44.5%) 	<p>A number of demographics and projections for demographics can be found on the Greater London Authority website in the London DataStore. The site details statistics for the City of London and other London authorities at a ward level:</p> <ul style="list-style-type: none"> • Population projections <p>NB: These statistics provide general data for these protected characteristics. You need to ensure you have sufficient data about those affected by the proposal.</p>

²⁵ <https://tfl.gov.uk/info-for/media/press-releases/2020/march/tfl-launches-campaign-to-support-women-into-cycli#:~:text=Women%20who%20don't%20currently,like%20to%20learn%20and%20why.>

Sexual Orientation

Check this box if NOT applicable

Sexual Orientation - Additional Equalities Data (Service Level or Corporate)

We have not identified any adverse impacts at this time.

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

Click or tap here to enter text.

Key borough statistics:

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

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

Click or tap here to enter text.

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

Marriage and Civil Partnership

Check this box if NOT applicable

Marriage and Civil Partnership - Additional Equalities Data (Service Level or Corporate)

We have not identified an impacts at this time.

What is the proposal's impact on the equalities aim? *Look for direct impact but also evidence of disproportionate impact i.e. where a decision affects a protected group more than the general population, including indirect impact*
Click or tap here to enter text.

Key borough statistics – sources include:

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

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

Click or tap here to enter text.

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

Additional Impacts on Advancing Equality and Fostering Good Relations

Check this box if NOT applicable

Additional Equalities Data (Service Level or Corporate)

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

Click or tap here to enter text.

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

Click or tap here to enter text.

This section seeks to identify what additional steps can be taken to promote these aims or to mitigate any adverse impact. Analysis should be based on the data you have collected above for the protected characteristics covered by these aims.

In addition to the sources of the information highlighted above – you may also want to consider using:

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

Additional Impacts on Social Mobility

Check this box if NOT applicable

Additional Social Mobility Data (Service level or Corporate)

Click or tap here to enter text.

Are there any additional benefits or risks of the proposals on advancing Social Mobility?

Click or tap here to enter text.

What actions can be taken to avoid or mitigate any negative impact on advancing Social Mobility not considered above?

Provide details of how effective the mitigation will be and how it will be monitored.

Click or tap here to enter text.

This section seeks to identify what additional steps can be taken to promote the aims or to mitigate any adverse impact on social mobility. This is a voluntary requirement (agreed as policy by the Corporation) and does not have the statutory obligation relating to protected characteristics contained in the Equalities Act 2010. Analysis should be based on the data you have available on social mobility and the access of all groups to employment and other opportunities. In addition to the sources of information highlighted above – you may also want to consider using:

- Social Mobility employment data
- Generic or targeted social mobility consultation results or research that is available locally, London-wide or nationally
- Information arising from the Social Mobility Strategy/Action Plan and the Corporation's annual submissions to the Social Mobility Ind

Conclusion and Reporting Guidance

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

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

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

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

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

This analysis has concluded that ...

This proposal and the options contained within it, support the City Corporation's commitments to deliver Healthy Streets, reduce motor traffic and improve conditions for people walking, cycling and spending time on our streets. Good access and the creation of better public spaces benefits everyone. Many people are disadvantaged by poor access to buildings and public spaces, and vulnerable and disadvantaged groups, such as the elderly, disabled people and pregnant women, can be particularly affected. All three options, especially Options 1 has the potential to enhance independent mobility within central London, with associated benefits to air quality and public health for all protected characteristics. The City Corporation recognises that adjustments need to be made to mitigate the potential negative impacts identified to all of the options, however, the associated benefits to access, air quality, and public health will be beneficial to all protected characteristics groups.

People who use buses

Preliminary VISSIM modelling shows that there are **less** impacts on bus journey times for option 1, and more impacts with options 2 and 3. This primarily because keeping King Edward Street open to vehicles requires an additional signalized junction at Newgate Street. Further investigation will be undertaken and the preliminary results are encouraging. Furthermore, mitigations have already been proposed to help reduce delays to bus journey times with the Transport for London (TfL) bus planning team. As a number of bus stops/stands will be relocated or removed as a result of the scheme for all options, further investigation is needed to understand the full extent. The City Corporation will continue to work with the TfL bus planning team to review exiting demand data, and the bus interchange level of service within the area of study.

People who use drive or use cars

The scheme is likely to restrict transport by motor vehicles and, to a lesser extent, buses and require people to walk more or adjust their bus or car journey to a different route than they currently take.

Potential relocation of taxi ranks may disproportionately impact people who are disabled, pregnant (or with small children) or elderly and who use a taxi to get as close as possible to the their end destination/or pick up location . The City Corporation will continue to liaise with the TfL taxi team to identify any mitigation measures. At this time, no significant issues have been raised regarding the relocation of several taxi bays, or in terms of accessing the area. Further discussions will take place during the next steps of the project when more details are made available.

There are likely to be some negative impacts on journey times for all options with options 1 and 1.1 providing the least impact followed by option 3 and option 2 respectively. Further investigation will be undertaken to review this, especially with regards to the proximity of St Bartholomew's Hospital in such close proximity to the proposal and considerations must be made for the flow of goods and services to business, as well as the City's resident populations.

All three options, especially option 1 has the potential to enhance independent mobility within central London, with associated benefits to air quality and public health for all protected characteristics. All three options provide a new public space within the existing slip road in King Edward Street. Only option 1 extends the new public space into the southern end of King Edward Street, located between Angel Street and Newgate Street, creating a substantial amount of new space for greening, and seating opportunities and creating a more pleasant place to visit.

All three options will make it easier for pedestrians and will disproportionately benefit people who are disabled and use mobility aids, people who are pregnant or have small children in prams/pushchairs.

All three options provide better infrastructure for cycling, but option 2 provides the greatest amount of separation between motor vehicles and cyclists, followed by options 1 and 3 respectively. Furthermore, option 1 would provide the most benefits for those travelling through the area on adaptable bikes.

Improvements to infrastructure, such as the introduction of tactile paving, pedestrian countdown, and tactile cones proposed to be located on both sides of the crossing will disproportional benefit people who are disabled.

In conclusion whilst there are negative impacts to the proposal, these can be mitigated with measures as set out in this EA and that of TfL. Furthermore, the benefits combined with the mitigation measures outweigh the disbenefits sufficiently to proceed with the proposals.

It is recommended that once an option is chosen a detailed EQIA is carried out on that proposal, with proposed engagement/consultation to inform its development. The consultation scheduled for September/October 2023 will seek views from the public on the preferred highway layout, the concept design proposals for the new public space and the potential name of the new space. There will be a mix of virtual and in person opportunities for people to directly engage, as well as project information towers and drop-in sessions in the project area. The project has built up an extensive database of local businesses, residents and interest groups and they will be invited to take participate in the consultation. Social media will also be utilised to target people moving through the project area.

The results of the public consultation and any subsequent design revisions will be brought back to Committee in the form of a Gateway 4C report in early 2024.

Outcome of analysis – check the one that applies

Outcome 1

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

Outcome 2

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

Outcome 3

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

Outcome 4

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

Signed off by Director:



Name: *Ian Hughes – City Operations Director*

Date *10/05/2023*