

EQUALITY ANALYSIS (EA)

Decision

Approved

Date

16/09/2021



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;

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

- Encourage greater openness and public involvement.

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;

2.3 – 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;

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

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

The Proposal

Assessor Name:	Laurie Miller-Zutshi	Contact Details:	Laurie.Miller-Zutshi@Cityoflondon.gov.uk
----------------	----------------------	------------------	--

1. What is the Proposal

As part of the Mayor of London's initiative *Let's Do London*, London Design Festival 2020 Emerging Design Medal winner Yinka Ilori, alongside design students from the University of the Arts London, will be leading a major initiative that will transform central London and the City of London into an outdoor art gallery. The project is a collaboration between the City of London Corporation, London Design Festival, Cheapside Business Alliance and Bloomberg Philanthropies' Asphalt Art Initiative, which provides grants for arts-driven street redesigns that improve safety, revitalise public spaces, and engage local communities.

Asphalt Art is the installation of visual interventions on roadways, pedestrian spaces, and vertical infrastructure. Through Bloomberg Philanthropies' Asphalt Arts Initiative cities across the world have been able to use art and community engagement to improve street safety and revitalize public space installing big, bold, and bright visual art works across roads, crossings, and areas of public space.

The project seeks to aid the reopening and recovery of London, bringing colour, life and vibrancy to the streets of the City, welcoming City workers, Londoners and visitors back to the Square Mile. This major public art project sits within a series of activations across central London forming a key part of the Mayor of London's *Let's Do London* campaign and the City Corporation's Recovery strategy. It is anticipated that the installation will draw people to the area to support local businesses aiding the economic recovery of the City and London. The scheme is funded by Bloomberg Philanthropies and Cheapside Business Alliance.

The Asphalt Art project will create street-based artworks across up to eight sites in the City of London with visual interventions on the carriageway of junctions and pedestrian crossings. Four sites have currently been identified for the artwork to be installed with another four potential sites still to be identified. The current four sites have been selected from Cannon Street Station to Cheapside. Priorities for selecting the locations were:

- Gateways to the City (key routes/entry points into the City)
- Attracting people back to key retail and Food & Beverage destinations
- Complementary to other recovery measures and programmes across the City
- Road safety benefits
- Locality to Bloomberg HQ

See Appendix 1 for location maps.

The sites are made up of:

Site 1 – Cannon Street – 2 crossings

Site 2 – Queen Street – 1 crossing and larger pedestrian areas
Site 3 – Cheapside, King Street/Queen Street junction – 4 crossings
Site 4 – Cheapside/New Change – 3 crossings

The lead artist Yinka Ilori is a London based multidisciplinary artist of a British-Nigerian heritage, who specialises in storytelling by fusing his British and Nigerian heritage to tell new stories in contemporary design; as artistic lead Ilori will create his own streetscape for site 2 which includes a large scale pedestrian area which volunteers will help to install using a stencil 'paint by numbers' system. This activity will take place as part of the London Design Festival 2021 on 20 and 21 September. Ilori will also mentor three students from UAL to create their own designs for the remaining three sites, ensuring an artistic vision and overarching narrative is achieved across all the locations. The vision for the programme is the designs encourage themes of celebration and community spirit. The crossings when stepped on should make the public feel proud to be a Londoner and make visitors feel the true magic of London and the rich diverse cultures which make up the fabric of the city.

Original designs for the crossings are in Appendix 2.

The initiative directly supports the City's [recovery strategy](#) to create and sustain a vibrant offer which will bring and retain workers and visitors to the City. City communities and visitors will experience unique, vibrant and original artworks which welcome them to the City, providing an incentive for visiting the area, driving footfall and boosting economic spend. The first artwork will be unveiled to coincide with the London Design Festival (18 – 26 September 2021) on 18 – 21 September. The installation will involve community volunteers to help paint the artwork at site 2 on the pedestrianised section of Queen Street. The last full edition of the London Design Festival in 2019 had 1.15 million visit and the Asphalt Art programme is a signature commission in this year's festival programme.

The artworks are a temporary installation and anticipated to be in place for 12 months. The life of the artwork will be monitored throughout and there is budget available for maintenance and removal of the artworks ensuring that the carriage way receiving the artwork will be returned to their former condition.

2. What are the recommendations?

Asphalt Art is the City's signature project in partnership with the Mayor of London's *Let's Do London* campaign, Bloomberg Philanthropies, Cheapside Business Alliance, and the London Design Festival which aims to support the recovery of the Central Activity Zone, attracting footfall and spend in the area by turning crossings into a large outdoor art gallery with designs created by award winning London designer Yinka Ilori and students from UAL.

Recommendations for the project are as follows:

- Investigate colourful crossing precedents
- Create a pan-London approach to implementing Asphalt Art
- Seek feedback from stakeholder groups on matters of accessibility and inclusion
- Consider what mitigations can be put in place regarding the designs to reduce the potential risk of negatively impacting some people with access needs
- Apply the feedback and research gathered to the artworks through improved designs

This work should be done in consultation with CoL accessibility officers and City of London Access Group (CoLAG), as well any other appropriate accessibility groups.

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

The installation of the artwork will involve some temporary single carriageway closures however the route will remain in use for public transport and other road users. In the longer term, it is expected that the impacts will be mainly beneficial, due to the inclusiveness of the artwork and the benefits of increased visitor numbers to the local economy.

CoLAG have raised concerns that the proposal potentially affects some disabled people and others with accessibility requirements. However, outside of the Equalities Act 2010 and Traffic Sign Regulations there is no formal and guidance related to accessibility in regard to neurodiversity, visual impairments and dementia in the public realm in the UK. The groups and the potential impact on these groups is outlined under the disability section below.

Through the consultation process no other concerns regarding protected characteristic groups have been raised.

Age

Check this box if NOT applicable

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

Click or tap here to enter text.

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*

Older people and especially those with dementia: they may be confused and disorientated by the varying patterned surfaces, as they are not the same as other crossings they use. This is particularly pertinent given the older age profile of City residents*.

* 20% of CoL residents are over 60 (Equality Analysis - London Wall Last Mile Logistics Hub, signed off by Ian Hughes, Deputy Director of Transportation & Public Realm 9 April 2021) ONS 2019 estimates CoL resident population = 9.7K, 20% of which = 1940 people.

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

Mitigations on the designs have been carried out to amend the designs (details of this are detailed in the disability section below).

Effective communication to residents and visitors about the nature of the artwork and the environment it creates.

Monitoring and feedback from users before during and after installation.

Alternative standard crossings provided where junctions have multiple crossing points.

<p>Figures for the number of people who have dementia at a local level are unknown. National research suggests that 1 in 14 people over the age of 65 have dementia, and the condition affects 1 in 6 people over 80.</p>	
<p>Key borough statistics:</p> <p>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.</p>	<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>

Disability

Check this box if NOT applicable

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

The findings from the research and investigations are as follows:

Colourful crossing precedents

The City of London has already implemented road crossings with colours and designs, most recently at the Barbican implemented in 2018 in consultation with CoLAG. The safety and user behaviour on the Barbican's colourful crossings were monitored; a 20% reduction in vehicle speeds was recorded following implementation. The impact on the crossings on specific groups, including users with visual impairment or neurological conditions, did not form part of the assessment at that time.

Painted crossings have been implemented across London including in Bankside (Southwark), Piccadilly Circus (Westminster), Camden, Brixton, Croydon, and Peckham, as well as many other UK and international cities.

Bloomberg Philanthropies Asphalt Art Initiative launched in 2019 and their Asphalt Art guide highlights over 24 case studies of successful plaza and roadway art activations around the world. Their programme consists of 16, large-scale art installations on streets, pavements, plazas, and utility structures in cities across the U.S.A. The ambition of the programme is to provide an opportunity to reimagine roadways and vertical infrastructure, improving street safety, revitalizing public spaces, and bringing communities together.

A pan- London approach to asphalt art

The aim is that everyone, regardless of ability can engage with these interventions in the public realm.

To date, outside of the Equalities Act 2010 and Traffic Sign Regulations there is no formal guidance related to accessibility in regard to neurodiversity, visual impairments, and dementia in the public realm.

British Standards Institution (BSI) the UK's national standards body, in Spring 2022, will publish the first set of guidance for design of the built environment to include the needs of people who experience sensory and neurological processing difficulties. Having consulted with them we understand that three key findings are expected in this report related to Asphalt Art, which are informing our design decisions:

- a. Strong contrast can be difficult for someone with visual impairments. Muted rather than primary colours should be used.
- b. Colours bleeding into one another can enable the brain to handle transitions in colours better - rather than block colours adjacent.
- c. Pixelated pavements can also help with transitions as the pixelation gets lighter.

The London Asphalt Art project will inform new guidance and provide evidence to inform accessibility for future public realm interventions including for neurodiversity, visual impairments and dementia.

Accessibility and Inclusion: Feedback from stakeholder groups

The GLA's Senior Lead on Public Art has consulted with the following organisations to inform the programme:

- Arts Council England
- Royal National Institute of Blind People (RNIB)
- Alzheimer's Society London
- BSI
- Association of Play Industries
- Disability Arts Organisations
- Mark Project (Architectural Practice)
- Neil Smith, Inclusive Design Lead, HS2 Ltd (Mayor's Design Advocate)
- TfL

Through this consultation the GLA has created a report regarding Asphalt Arts and accessibility found in Appendix 3.

The City of London's engagement with accessibility experts has been as follows. Project officers consulted with City Accessibility officers in June prior to confirmation of funding and project inception approved by City Arts Initiative (CAI) and Committee. This feedback informed the artistic brief to the UAL students. Officers then consulted the City of London Accessibility Group (CoLAG) on the initial artistic responses, which were received in mid-July. Officers also reached out to the group, Transport for All, but they declined to be involved.

On 9 August a two-hour consultation session was held with CoLAG, City officers and the GLA to present the amended designs and discuss mitigations. The overall opinion of CoLAG was that they did not support the principle of colourful crossings in the Square Mile but understood the desire to implement artwork of this nature in support of City recovery. See Appendix 4 for further details on CoLAG concerns regarding the implementation of colourful crossings.

However, were the artworks to be progressed and implemented there were a number of mitigations necessary to be applied to the designs. These included:

- Use of larger blocks of colour/less detailed patterning

- Use of tonally similar colours/less strong colour contrast
- Avoid use of 3-D images
- Avoid use of text close to standard information/instructional text at the road edge

In addition, CoLAG advised that an important mitigation would be to reduce the number of colourful crossings installed at each site, enabling users to cross the street at each location using a standardised pedestrian crossing, should they prefer to do so. The minutes of this focus group are found in Appendix 5.

Following the CoLAG focus group the following actions have been taken to consider the concerns raised by the group and implement the recommended mitigations:

- Review and amendment of crossing designs to implement highlighted mitigations
- Review of number of crossing arms to be coloured per site

Appendix 6 demonstrates how mitigations have been applied to the designs and shows a reduction in the number of crossings across the four sites from 10 crossings to 6 crossings.

Feedback and research gathered applied to the artworks through improved designs

The artists involved in the project have been given all feedback relating to accessibility and inclusion and have updated their design accordingly. Following the feedback received at the workshop on 9 August, the artists have made further changes to the designs.

The GLA has proposed to explore how this project can inform the guidance on public realm accessibility currently being developed by TfL, including the use of the pre- and post-implementation data being collected at each site across London. The output of the eventual guidance could include online navigation guides for visitors and presence of trained ambassadors to advise pedestrians.

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***

Groups identified by CoLAG are:

Neurodiverse people: colours can appear more vibrant to autistic people and environments with too many sensory stimuli, such as road crossings with multiple auditory and visual stimuli, can overwhelm them, even causing them to sensorily shut down and physically freeze, which clearly constitutes a serious road safety issue;

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

Design mitigations

The designs for the colour crossings have been amended in line with the mitigations lighted by CoLAG.

Project implementation

Considering the above research and work that has happened to date to mitigate against the designs the following recommendation for project implementation has been recommended by project officers and approved by City Arts Initiative:

<p>People with proprioceptive problems (a lack of sensing where your joints are in space): multi-dimensional designs can ape physical features and make it difficult and confusing for people to know where to put their feet and how far to step down when trying to walk over these crossings, thereby constituting a trip hazard;</p> <p>People with certain visual impairments (including those with issues with depth perception): they are likely to find colourful crossings a very confusing experience and may interpret the boundaries between blocks of colour as physical steps, for example, so that the crossings again constitute a trip hazard. Colourful crossings are also likely to confuse guide dogs, who are not routinely trained to safely negotiate them on behalf of their owners.</p>	<p>Recommendation - split the project into two phases; Phase 1 - implement 6 crossings and the pedestrian/cycle only area across the 4 sites during September/October 2021. Phase 2 – investigate dispersal of the remaining 4 colourful crossings to other suitable locations within in a larger footprint applying the same mitigation as per Phase 1. For implementation in November 2021. The extended footprint would be approved by CAI with input from CoL Transport and Highways team, Bloomberg Philanthropies, Cheapside Business Alliance and CoLAG.</p> <p>CoLAG and other key stakeholders have been updated regarding the recommendation.</p> <p>Next Steps</p> <ul style="list-style-type: none"> • Progress with the implementation of phase 1 • Continue consultation with CoLAG regarding the project implementation of phase 1 and phase 2 • Explore location options for phase 2 • Work with the GLA to explore how the project can inform future guidance on accessibility in the public realm <p>See Appendix 7 for EA Action Plan.</p>
<p>Key borough statistics:</p> <p>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.</p>	<p>The 2011 Census identified that for the City of London’s population:</p> <ul style="list-style-type: none"> • 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 <p>Source: 2011 Census: Long-term health problem or disability, local authorities in England and Wales</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>

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*

Click or tap here to enter text.

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:

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?

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.

Race

Check this box if NOT applicable

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

Click or tap here to enter text.

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:

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%.

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.

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%.

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

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

Religion or Belief

Check this box if NOT applicable

Religion or Belief - Additional Equalities Data (Service Level or Corporate) *Include data analysis of the impact of the proposals*

Click or tap here to enter text.

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 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](#)

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.

Sex

Check this box if NOT applicable

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

Click or tap here to enter text.

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:

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

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

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.

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.

Sexual Orientation and Gender Reassignment

Check this box if NOT applicable

Sexual Orientation and Gender Reassignment - Additional Equalities Data (Service Level or Corporate) *Include data analysis of the impact of the proposals*

Click or tap here to enter text.

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) *Include data analysis of the impact of the proposals*

Click or tap here to enter text.

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)

Click or tap here to enter text.

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 ...

Click or tap here to enter text.

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: Damian Nussbaum, Director of Innovation and Growth

Name: Damian Nussbaum

Date 16/06/2021