

Equality Analysis Action Plan

If you have identified any potential or definite negative impacts while completing an equality analysis (EA), you will need to identify appropriate actions to mitigate these impacts as part of an action plan that is regularly reviews and monitored. Please attach your equality analysis and action plan as an appendix to a committee report when submitting for approval as this demonstrates due regard to the Public sector Equality Duty (PSED).

For further guidance on completing an EA action plan and meeting the PSED, please refer to the guidance on the equality and inclusion intranet pages:

<https://corpoflondon.sharepoint.com/sites/Intranet/SitePages/equality-and-inclusion.aspx>



Proposal title	Asphalt Art
Name of lead officer completing EA	Laurie Miller-Zutshi
Frequency of monitoring/review of action plan	Weekly

Action required	Lead officer	Timescales	RAG	Comment/outcomes
Amend designs in line with accessibility mitigations outlined in the EA	Laurie Miller-Zutshi	Completed	Green	Designs have been amended and shared with City of London Access group (CoLAG)
Reduce number of crossing arms on current 4 sites from 10 to 6	Laurie Miller-Zutshi	Completed	Green	Number of crossing arms reduced to 6 across four current sites
Split project into two phases for deliver colourful crossings – 6 crossings initially followed by another potential 4 crossings	Laurie Miller-Zutshi	Completed	Green	6 crossing sites confirmed for implementation in October and November
Identify potential crossing sites for remaining 4 crossings	Laurie Miller-Zutshi	September 21	Yellow	Sites need to be identified and consulted with CoLAG and project funders to be agreed
Complete Road safety audit for current sites	Maria Herrera	Completed	Green	RSA completed but feedback needs to be shared with CoLAG.
Share RSA feedback with CoLAG	Laurie Miller-Zutshi	September 21	Yellow	RAS to be shared with the group for feedback
Share EA with CoLAG	Laurie Miller-Zutshi	September 21	Yellow	EA to be shared with the group for feedback
Dates of colourful crossing phase 1	Laurie Miller-Zutshi	September 21	Yellow	Dates to be shared once agreed with Highways team

implementation to be shared with CoLAG				
Dates for colourful crossing phase 2 implementation to be shared with CoLAG	Laurie Miller-Zutshi	September 21	Yellow	Dates to be shared once agreed with Highways team
Develop a monitoring framework with CoLAG to monitor and evaluate the impact and use of the colourful crossings for people with access needs	Laurie Miller-Zutshi	September - October	Yellow	Set up a meeting with CoLAG to discuss ideas for monitoring framework
Appoint contractor to deliver qualitative and quantitative data collection and monitoring regarding changes in crossing behaviour by disabled users (including users with visual impairments, non-ambulant, neurological conditions)	Maria Herrera	September - October	Yellow	Contractors approached but detail of data collection to be confirmed. Needs input from CoLAG on framework
Explore viability and costs of implementing online navigation and guides for visitors and presence of trained ambassadors to advise pedestrians.	Laurie Miller-Zutshi	September, October, November		Effectiveness and viability needs to be explored in consultation with CoLAG.

Signed off by
 Director:
 Damian
 Nussbaum,
 Director of
 Innovation
 and Growth

Name:
 Damian
 Nussbaum

Date:
 16/09/21