

EQUALITY ANALYSIS (EA) – Aldgate to Blackfriars Cycleway



Decision

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Date

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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

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.

- 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
- 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.

- **Review** – the duty is not only applied when a policy is developed and decided upon, but also when it is implemented and reviewed.

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;

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

- 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.

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 process 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.

DRAFT

The Proposal

Assessor Name:	<i>Click or tap here to enter text.</i>	Contact Details:	<i>Click or tap here to enter text.</i>
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1. What is the Proposal

Aldgate to Blackfriars Cycleway is part of the City's Transport Strategy core cycling network. The key objective is to encourage more people to cycle by creating safer cycle facilities. This will be achieved by delivering infrastructure that will separate people cycling from general traffic or where this is not feasible, cyclists will mix with traffic where motorised vehicle volumes are less than 150 vehicles / per hour each way during the busiest time.

The preliminary scheme outline has been designed for a cycleway route between Aldgate and Blackfriars in which a EA has been considered, however there are several interdependencies with other projects/ developments along the route that have not been assessed. The two projects tied into the cycleway route are All Change at Bank Project and the Leadenhall Street Pedestrian Priority/City Cluster Project. It has been assumed these are proceeding in a form that reduces traffic flows to a level that does not require segregation for cyclists and that these are outside of the scope of this EA and will thus require a separate Test of Relevance/ EA.

2. What are the recommendations?

The key recommendations of the scheme include:

- A Puddle Dock link providing a cycle connection with the existing Cycleway 3 and 6.
- A bi-directional segregated cycle lane along Queen Victoria Street (between New Bridge Street and Queen Street) where cycle volumes exceed acceptable levels to mix cyclists with traffic
- Changes to bus stop locations along on Queen Victoria Street, including the introduction of two bus stop bypasses
- Cyclists to mix with traffic along Queen Victoria Street (between Queen Street and Bank junction) and Cornhill, where traffic is expected to be low due to the Bank Junction traffic restrictions
- Cyclists to mix with traffic on Leadenhall Street, where traffic volumes are expected to be reduced by the modal filter delivered by the Leadenhall Street Pedestrian Priority Project.
- Aldgate / Aldgate High Street is not feasible to reduce the traffic volumes or provide protected cycle lanes along this link due to network and physical constraints. As a result, the cycle route to be diverted onto Aldgate Square and St Botolph Street
- Segregated cycle lanes on St Botolph Street where traffic volumes exceed acceptable levels to mix cyclists. A bus stop bypass is also proposed on St Botolph Street to provide continuous cycling and help protect bus journey times

3. Who is affected by the Proposal?

The proposals aim to positively impact all age groups and people with disability, however, due to the reduction in kerb side accessibility, some elderly people and/or people with reduced mobility may be negatively impacted.

Age

Check this box if NOT applicable

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

No additional equalities data on this protected characteristic is available at this time.

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

The proposals aim to provide a positive impact on all age groups by creating safer cycling facilities to encourage people to cycle as an alternative mode of travel.

Older people also have the most to gain from the health benefits of active travel, as low activity levels affect their risk to a wide range of diseases, long term health and well-being. Creating safer road conditions by reducing motor vehicle traffic will create an environment where they can be more confident to walk and cycle.

Some elderly people may be negatively impacted by the reduction in kerb side accessibility and therefore reduced opportunities for pick-up or drop-off along the northern side of Queen Victoria Street.

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](#).

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

There are sufficient parking/loading opportunities available on the southern side of Queen Victoria Street and nearby side streets that help to mitigate against the reduction in kerbside accessibility. Additionally, the proposed loading bay facility on the northern side of Queen Victoria Street (between the junction of Friday Street and Cannon Street) could be used for pick-up/ drop-off needs.

Consultation of the scheme will be undertaken, which will ensure that this equalities group is appropriately engaged and their views are recorded and fed in to the design process.

A number of demographics and projections for Demographics can be found on the [Greater London Authority website in the London Data Store](#). 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

Check this box if NOT applicable

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

No additional equalities data on this protected characteristic is available at this time.

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

The proposals aim to provide a positive impact on people with disability by upgrading existing cycle facilities to make them safer and more legible to those who use adapted bicycles.

Pedestrian facilities are kept broadly the same as existing with some areas of new footway for additional pedestrian space.

At the junction of Queen Victoria Street/ Puddle Dock the pedestrian crossing on the eastern arm is proposed to be removed but this is not expected to cause a significant detriment to disabled users due to crossing on the remaining two arms of the junction.

To facilitate the new segregated cycleway, some sections along the route require cut back of the existing footway. However sufficient width is maintained for wheelchair users and other accessibility needs.

Some people with disability may be negatively impacted by the reduction in kerb side accessibility and therefore reduced opportunities for pick-up or drop-off along the northern side of Queen Victoria Street.

Some disabled people may also be negatively impacted by the introduction of bus stop bypasses which would require crossing the cycle lane in order to access the bus. This could potentially be confusing or create a safety risk for some people, particularly people with disability, when waiting for, boarding or alighting from a bus.

Key borough statistics:

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

There are sufficient parking/loading opportunities available on the southern side of Queen Victoria Street and nearby side streets that help to mitigate against the reduction in kerbside accessibility. Additionally, the proposed loading bay facility on the northern side of Queen Victoria Street (between the junction of Friday Street and Cannon Street) could be used for pick-up/ drop-off needs.

To help mitigate against the potential conflict with crossing the cycle lane at bus stop bypasses, a mini-zebra crossing is proposed across the cycle lane to emphasise pedestrian priority to cross the cycle lane and highlighting to cyclists that they need to give way at this point. Additionally, tactile paving is proposed on either side of the mini-zebra crossing to enable anyone with a visual impairment to find this point for crossing the cycle lane.

The use of corduroy tactile paving along the length of the floating bus stop will be reviewed during the detailed design process.

Consultation of the scheme will be undertaken, which will ensure that those with disabilities are appropriately engaged and their views are recorded and fed in to the design process.

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

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](#).

- 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](#)

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*

No additional equalities data on this protected characteristic is available at this time.

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

The scheme aims to provide a positive impact on pregnant women and parents with young children that use trolleys or bike trailers due to anticipated improved safe cycling facilities.

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?

Consultation of the scheme will be undertaken, which will ensure that this equalities group in appropriately engaged and their views are recorded and fed in to the design process.

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*

No additional equalities data on this protected characteristic is available at this time.

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

The Equality Analysis has identified positive impacts on of the scheme on race. The proposed scheme will create safer cycling facilities to encourage people to cycle.

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

Consultation of the scheme will be undertaken, which will ensure that all races are appropriately engaged and their views are recorded and fed in to the design process.

Based on recent data published by TfL in October 2021, for the first time Black, Asian and minority ethnic Londoners were almost as likely to have cycled in 2020/2021 as white Londoners. One in five people who do not cycle are now actively considering cycling, which could increase participation levels to more than 40 per cent of Londoners. The research also found that half of Black and Asian non-cyclists (49 per cent and 46 per cent respectively) are open to starting to cycling. Personal safety was a bigger concern to Asian and mixed ethnicity Londoners. The research found that protected cycle routes on busy streets, less traffic on minor streets, and more secure cycle parking could help address barriers to cycling faced by people from diverse backgrounds.

Also, despite low participation levels, a recent study found that 55% of people from ethnic minority groups who do not currently cycle would like to start. The report noted that tackling safety, through protected cycle lanes and low-traffic neighbourhoods, is critical.

There is no evidence to demonstrate any negative impact on race.

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%.

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*

No additional equalities data on this protected characteristic is available at this time.

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

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

There is no evidence to demonstrate any positive or negative impact on this equalities group.	Consultation of the scheme will be undertaken, which will ensure that all religions are appropriately engaged and their views are recorded and fed in to the design process.
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	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*
 No additional equalities data on this protected characteristic is available at this time.

What is the proposal's impact on the equalities aim? The Equality Analysis has identified positive impacts on of the scheme on women. Based on recent data published by TfL in October 2021 , personal safety during cycling is a bigger concern for women, with 73 per cent of women citing is as a concern for cycling. Therefore, creating safer cycling facilities will increase the propensity of women who are concerned about personal safety to cycle. There is no evidence to demonstrate any negative impact on sex.	What actions can be taken to avoid or mitigate any negative impact or to better advance equality and foster good relations? Consultation of the scheme will be undertaken, which will ensure all people are appropriately engaged and their views are recorded and fed in to the design process.
Key borough statistics: At the time of the 2011 Census the usual resident population of the City of London could be broken up into: <ul style="list-style-type: none"> • 4,091 males (55.5%) • 3,284 females (44.5%) 	A number of demographics and projections for demographics can be found on the Greater London Authority website in the London Data Store . The site details statistics for the City of London and other London authorities at a ward level: <ul style="list-style-type: none"> • 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*
 No additional equalities data on this protected characteristic is available at this time.

<p>What is the proposal's impact on the equalities aim?</p> <p>There is no evidence to demonstrate any positive or negative impact on this equalities group.</p>	<p>What actions can be taken to avoid or mitigate any negative impact or to better advance equality and foster good relations?</p> <p>Consultation of the scheme will be undertaken, which will ensure that all people are appropriately engaged and their views are recorded and fed in to the design process.</p>
<p>Key borough statistics:</p> <ul style="list-style-type: none"> • Sexual Identity in the UK – ONS 2014 • Measuring Sexual Identity - ONS 	<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>

Marriage and Civil Partnership

Check this box if NOT applicable

<p>Marriage and Civil Partnership - Additional Equalities Data (Service Level or Corporate) <i>Include data analysis of the impact of the proposals</i></p> <p>No additional equalities data on this protected characteristic is available at this time.</p>	
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<p>What is the proposal's impact on the equalities aim?</p> <p>There is no evidence to demonstrate any positive or negative impact on this equalities group.</p>	<p>What actions can be taken to avoid or mitigate any negative impact or to better advance equality and foster good relations?</p> <p>Consultation of the scheme will be undertaken, which will ensure that all people are appropriately engaged and their views are recorded and fed in to the design process.</p>
<p>Key borough statistics – sources include:</p> <ul style="list-style-type: none"> • The 2011 Census contain data broken up by local authority on marital and civil partnership status 	<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>

Additional Impacts on Advancing Equality and Fostering Good Relations

Check this box if NOT applicable

Additional Equalities Data (Service Level or Corporate)

No additional equalities data is available at this time.

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

There are no additional benefits or risks of the proposals other than those mentioned above.

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.*

There are no further actions or mitigations to be considered other than those mentioned above.

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)

No additional equalities data is available at this time.

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

There are no additional benefits or risks of the proposals other than those mentioned above.

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.*

There are no further actions or mitigations to be considered other than those mentioned above.

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 ...

The proposals aim to have positive impacts on all age groups and people with disability or reduced mobility by creating safer facilities for travel, encouraging people to cycle and providing more space for pedestrians and people with reduced mobility or those on wheelchairs.

Some elderly people and/or people with reduce mobility maybe negatively impacted by the reduction in kerb side accessibility and limited opportunity for pick-up and drop off along the northern side of Queen Victoria Street. Sufficient parking/loading opportunities are available on the southern side of Queen Victoria Street and nearby side streets, including a new proposed loading bay facility between the junction of Friday Street and Cannon Street to help mitigate against this impact.

Some disabled people may also be negatively impacted by the introduction of bus stop bypasses which would require crossing the cycle lane in order to access the bus. This could potentially be confusing or result in a safety risk for some people, particularly people with disability when waiting for, boarding or alighting from a bus. To help mitigate against this potential impact, a mini-zebra crossing is proposed across the cycle lane (including tactile paving on either side); emphasising pedestrian priority to cross the cycle lane and highlighting to cyclists that they need to give way at this point.

This Equality Analysis recognises there may be some negative impacts resulting from the scheme proposals, in particular for, elderly people and disabled people with mobility impairments. It is not anticipated that this will result in any unlawful discrimination against these groups with protected characteristics.

This document will be reviewed and updated, if required, following consultation of the scheme.

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: *Click or tap here to enter text.*

Name: *Click or tap here to enter text.*

Date *Click or tap to enter a date.*