



Equality Impact Assessment Form

Before completing this form, please refer to the Equality Impact Assessment Guidance documents and training materials

- EQIA Intranet Infohub
- EQIA Guidance

The Equality Impact Assessment (EQIA) will identify how any proposed policies, practices, activities, service changes or procedures will impact or affect different groups or communities if implemented. It supports officers in assessing whether the impacts are positive, negative, or unlikely to impact each of the nine protected characteristic groups. The assessment will also demonstrate whether there are ways to proactively advance equity, equality, diversity and inclusion. An EQIA is required before you finalise your proposal, or it may not be legally compliant.

If you have any questions or need feedback on your analysis, please contact the EDI team: CSPT.EDI@cityoflondon.gov.uk

Section 1: To be completed by all

Proposal Title	Pedestrian Priority Scheme Old Broad St & Threadneedle St
Details of the lead officer completing the Assessment/ Role responsible for the completion of the EQIA	Daniel Laybourn, Senior Project Manager, City of London Corporation
Department Responsible:	Transport & Public Realm Projects, Policy & Projects
Who has been involved in creating the EQIA: (please summarise/list stakeholders you have engaged with and how)	Marie Closier Gallagher, WSP – main author Daniel Laybourn, CoL – document reviewer and responder Isaac Taylor, CoL - document reviewer Kristian Turner, CoL - document reviewer Bruce McVean, CoL - document reviewer
Date of Initial assessment:	07/08/2025
Dates of review (as applicable)	TBC, but a review will be undertaken across the whole programme once its substantially complete.

Please refer to the EQIA guidance when completing this form

1.PROPOSAL OVERVIEW

What does the proposal aim to achieve? Please outline your proposal below

- ➔ If no potential impacts are identified at this stage, proceed to **Section 3**
- ➔ If you believe there may be potential negative impacts, continue to **Section 2, Steps 2,3,4, and 5** to complete a full EQIA, then move to **Section 3**
- ➔ If you identified any positive impact, please record and monitor at **Section 2, Step 5**, then move to **Section 3**

Please feel free to attach supporting documents/ information

The aim of this scheme is to provide permanent pedestrian and cycling enhancements in the area, building on the semi-permanent measures introduced during the Covid-19 pandemic. These earlier interventions reallocated road space to pedestrians and introduced one-way traffic with contraflow cycling along Threadneedle Street (Bank Junction to Bishopsgate) and Old Broad Street (Bartholomew Lane to Bishopsgate).

The proposed improvements include:

- Footway widening
- A raised table at the Threadneedle Street / Finch Lane junction
- Traffic signal upgrades at crossing points
- Relocation of loading bays to be inset (on Threadneedle Street, east of Finch Lane)
- An advisory cycle lane (between Bartholomew Lane to Old Broad Street)
- Maintaining the existing mandatory contraflow cycle lane (between Threadneedle Street to Bishopsgate)
- Localised resurfacing
- Changes to existing waiting and loading restrictions

The scheme covers the area along Threadneedle Street from its junction with Bartholomew Lane, to its junction with Bishopsgate, as well as a section along Old Broad Street from its junction with Threadneedle Street to its junction with Throgmorton Street.

The scheme falls within the Cornhill ward of the City of London, with Bank Station to the southwest, Moorgate to the northwest, and Liverpool Street Station to the northeast. Due to its central location and diverse mix of land uses, the area experiences high footfall and serves a wide range of users, including commuters, residents, tourists and recreational visitors.

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Section 2: To be completed for a full EQIA

2. EVIDENCE AND IMPACT ANALYSIS

Please highlight the potential impact on these groups, actions taken to mitigate impact and advance equality, diversity and inclusion (include data/evidence upon which the analysis is based)

Protected Groups:

- Age
- Disability
- Gender Reassignment
- Marriage & Civil Partnership
- Pregnancy & Maternity
- Race
- Religion & Belief
- Sex
- Sexual Orientation

Additional Groups

- Socio-economic background
- Care leavers
- Carers & Parents
- Veterans

Where relevant note relevant intersectional impacts: where combinations of different group identities may result in unique or compounded impacts.

Age

The age breakdown of the population for City of London is:

City of London	
0 – 4 years	2.5%
5 - 9	1.9%
10 - 15	2.4%
16 – 19 years	2.2%
20 – 24 years	11.2%
25 – 34 years	25.8%
35 – 49 years	21.2%
50 – 64 years	18.8%
65 - 74 years	8.3%
75 – 84 years	4.3%
85+ years	1.4%

It should be noted however, that due to the nature of the area, it is likely that many users will not be City of London residents but tourists, commuters and recreational users.

Sensitive Receptors

The following facilities located within a 200-metre radius of the scheme primarily cater to adults, including those accessing general and specialist healthcare and adult education services. Given their proximity to the scheme, access to these services may be impacted. There are no nurseries, primary, or secondary schools in the immediate area.

Educational Establishments:

- London School of Management Studies
- London School of Emerging Technology
- LSDM - London School of Design and Marketing

Healthcare facilities:

- Thérapie Clinic - London Liverpool Street Bishopsgate
- City Walk-in Clinic
- DocTap Private GP
- London Gynaecology, City of London, Private Gynaecology and Colposcopy Clinic London
- The Family Naturopath

Accessibility and Inclusion

The proposed scheme includes a number of features designed to support safer, more inclusive movement for people across different age groups. Improvements such as wider footways, upgraded traffic signals, resurfacing, and a raised table at the junction of Threadneedle Street and Finch Lane are likely to enhance accessibility, improve visibility, aid navigation, and increase perceptions of safety for users.

Despite these enhancements, the area may feel less welcoming for some users, particularly younger and older people. This may be owed to the scheme's central location in a busy, high-footfall area primarily serving working-age adults. Furthermore, the introduction of an eastbound advisory cycle lane along Threadneedle Street between Bartholomew Lane and Old Broad Street along with changes to loading arrangements could cause confusion or present safety concerns among this protected characteristic group.

Analysis of impact

The proposed scheme aims to enhance pedestrian and cycling infrastructure by formalising the temporary measures introduced during the Covid-19 pandemic.

Key features include reallocation of road space to pedestrians including footway widening, the advisory cycle lane between Bartholomew Lane and Old Broad Street on Threadneedle Street, as well as the addition of a raised table to reduce vehicle speeds and improve pedestrian visibility.

These changes are intended to improve safety for all users but may be particularly beneficial for younger and older individuals through improved accessibility and

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clearer separation from vehicle traffic. Cyclists are further supported through the introduction of an advisory cycle lane between Bartholomew Lane and Old Broad Street, the existing mandatory contraflow cycle lane between Threadneedle Street and Bishopsgate introduced in 2023, advanced stop lines, and carriageway resurfacing, which may encourage increased cycling uptake among more vulnerable age groups.

It should be noted that the advisory cycle lane may have a disproportionately negative impact on elderly and young cyclists. The lack of segregation from motor vehicles can increase concerns around road safety when cycling, especially for vulnerable road users. These concerns may be heightened given the high volume of traffic along this route; however the short length of this route is expected to keep these risks to a minimum.

However, despite these improvements, some users - particularly older people - may find the infrastructure to lack in consistency and clarity. Certain areas feature confusing or partially removed road markings that are not due to be fully resurfaced, which could lead to hesitation or misjudgement, especially among older pedestrians unfamiliar with the altered layout.

A persistent issue in the area is the clutter caused by dockless e-bikes that are often left on footways and on the carriageway. The lack of designated bike parking spaces, and the absence of new proposals to address this, can lead to trip hazards or obstructed paths - posing particular difficulty for older adults, wheelchair users, or those traveling with young children, including with pushchairs.

At the junction of Threadneedle Street and Finch Lane, the existing pedestrian refuge island is being replaced with a smaller island to separate the contraflow cycle lane from vehicle traffic. While this, along with wider footways, enhances visibility and shortens the crossing distance, making it safer to cross for users with limited mobility, the small island may be less noticeable to cyclists entering the contraflow lane. This could lead to sudden swerving, posing a potential risk to nearby pedestrians.

Poor drainage provisions throughout the scheme area could result in standing water and slippery surfaces, increasing the risk of slips and falls – which can be more a risk for older people. The downhill gradient at Finch Lane further elevates this risk by allowing water to pool or increasing speed-related hazards for both pedestrians and cyclists.

Changes to loading arrangements, such as allowing vehicles to load within the advisory cycle lane, could lead to safety concerns. Cyclists may be forced to swerve into traffic to avoid parked vehicles or resort to mounting the footway, creating conflict with pedestrians. Loading vehicles may also obstruct footways entirely, restricting access for people with mobility aids, elderly pedestrians, or those accompanying children.

Disability

Sensitive Receptors

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The sensitive receptors within the vicinity of the proposed scheme are limited, they can however include the nearby healthcare facilities listed in the above section.

Healthcare facilities:

- Thérapie Clinic - London Liverpool Street Bishopsgate
- City Walk-in Clinic
- DocTap Private GP
- London Gynaecology, City of London, Private Gynaecology and Colposcopy Clinic London
- The Family Naturopath

Accessibility and Inclusion

The proposed scheme includes several features intended to improve accessibility for disabled users, including widened footways, raised tables, and upgraded pedestrian crossings. These interventions aim to enhance comfort, wayfinding, and safety for people with physical or sensory impairments, wheelchair users, and those using mobility aids. Improved surfacing and crossing points at junctions such as Threadneedle Street and Finch Lane can reduce trip hazards and make movement across the area easier for people with reduced mobility. Signal upgrades may also benefit people with visual impairments by improving crossing legibility and consistency.

However, the central location of the scheme in a busy commercial area with high pedestrian and cycle volumes may pose challenges for disabled users, especially during peak hours. The introduction of the advisory cycle lane and continued dockless cycle hire clutter may reduce accessibility and introduce additional barriers for those who rely on step-free, kerbside boarding into vehicles, especially considering the existing contraflow cycle lane along Old Broad Street and Threadneedle Street. Additionally, the loading bay at Threadneedle Street / Finch Lane junction, while operationally beneficial, could result in vehicles mounting or obstructing footways, which is particularly problematic for users with mobility aids or visual impairments.

Careful consideration is therefore needed to ensure that the design does not create additional barriers for disabled users and instead seeks to improve accessibility, safety, and health equity in these areas.

Analysis of impact

The formalisation of pedestrian and cycle enhancements introduced during the Covid-19 pandemic offers long-term benefits for accessibility, including reduced vehicle dominance, clearer crossings, improved footway surfacing and widths, and traffic calming features. These improvements are likely to make the area easier to navigate for disabled users, particularly those using mobility aids or with visual impairments.

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Despite this, several aspects of the scheme may negatively affect disabled users. The loading bay along Threadneedle Street can cause potential conflicts, as parked vehicles could block the footway or force cyclists to swerve into the carriageway, leading to potential hazards which could be of particular concern to some disabled users.

The advisory cycle lane may increase concerns around cycling for disabled users as there is no segregation from vehicles meaning there may be a heightened risk of collision with vehicles. These concerns may be exacerbated given the high volume of traffic along this route; however, the short length of this route is expected to keep these risks to a minimum.

The partially removed road markings on Old Broad Street may confuse pedestrians, including those with cognitive disabilities.

Additional concerns include a lack of proposed measures to manage dockless cycle hire clutter, which may obstruct pathways and create trip hazards. The absence of designated cycle parking could result in continued obstruction on accessible pedestrian space or cycle lanes. Poor drainage and gradients, especially the downhill slope at Finch Lane, can increase the risk of slips, trips, and falls, particularly for users with limited mobility.

Gender Reassignment

Sensitive Receptors

There are no known sensitive receptors within 200m of the proposed scheme.

Accessibility and Inclusion

It is expected that users within this protected characteristic group will benefit from the improved safety of the walking and cycling infrastructure. There is not expected to be any disproportionate impact or specific barriers to people based on this protected characteristic.

Analysis of impact

The scheme is not expected to disproportionately impact this group based on their protected characteristic.

Marriage & Civil Partnership

Sensitive Receptors

There are several sensitive receptors within the vicinity of the proposed scheme which may mean that users from this particular group may be more likely to frequent this location.

- St Margaret Lothbury
- Trinity Church Central London
- St Michael Cornhill
- IMPRINT Church London: St Mary Woolnoth
- St Edmund King & Martyr

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- Masjid Mosque
- 2 Jummah Salahs in The Dutch Centre
- St Peter-upon-Cornhill Church
- Dutch Church

Accessibility and Inclusion

It is expected that users within this protected characteristic group will benefit from the improved safety associated with the proposed walking and cycling infrastructure. The scheme is not expected to disproportionately impact this group based on their protected characteristic. Those visiting nearby sensitive receptors are likely to benefit from the scheme.

Analysis of impact

The scheme is not expected to disproportionately impact this group based on their protected characteristic.

Pregnancy & Maternity

Sensitive Receptors

There are no specific sensitive receptors for this group, however those from this protected characteristic group are more likely to frequent the healthcare facilities listed in the Age and Disability sections.

Accessibility and Inclusion

The proposed scheme includes several features that support safer, more inclusive movement, such as widened footways, resurfacing, raised tables, and upgraded pedestrian signals. These improvements are expected to positively impact pregnant women and those with young children, including people using prams or travelling with small children, by improving ease of movement and visibility at crossings.

However, the central nature of the location, high footfall, and existing clutter from dockless e-bikes may reduce the perceived and actual comfort of the public realm for this group. Without dedicated space for stopping or resting, or mitigation for street clutter, the environment may remain challenging for those who need more space or time to move through public areas, particularly those pushing prams or navigating the area while pregnant. The scheme may therefore not encourage significant modal shift among this protected group.

Analysis of impact

The reallocation of space to pedestrians and addition of improved crossings and raised tables is likely to make movement more predictable and reduce conflict with vehicles, benefitting pregnant women and those travelling with young children. Wider footways and better surface quality may also support greater accessibility and ease of movement for pushchairs.

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Some design elements do however present potential challenges. The advisory cycle lane may increase concerns around cycling for pregnant users or those travelling with young children, as the lack of segregation from vehicles motor vehicles increases the risk of collision. These concerns may be exacerbated given the high volume of traffic along this route; however, the short length of this route is expected to keep these risks to a minimum.

Additionally, at the junction of Threadneedle Street and Finch Lane, the existing pedestrian refuge island is being replaced with a smaller island to separate the contraflow cycle lane from vehicle traffic. While this, along with wider footways enhances visibility and shortens the crossing distance, making it safer to cross for users with limited mobility, including pregnant women and those travelling with children, the small island may be less noticeable to cyclists entering the contraflow lane. This could lead to sudden swerving, posing a potential risk to nearby pedestrians.

The ongoing issue of dockless e-bikes blocking footways remains unresolved by the current scheme design. Without designated parking or enforcement measures, these can reduce available footway space, potentially obstructing movement for people with pushchairs and increasing risk of trips or collisions. Similarly, changes to loading zones and allowing vehicles to load within the cycle lane may force cyclists onto the footway, introducing new conflicts and safety risks for pedestrians, especially those with pushchairs and young children.

Poor drainage provision and downhill gradients in locations including Finch Lane, may also lead to puddling or slippery surfaces, which pose greater risks to those with limited mobility during pregnancy or while navigating with children.

Race

Sensitive Receptors

There are no known sensitive receptors within 200m of the proposed scheme.

Accessibility and Inclusion

It is expected that users within this protected characteristic group will benefit from the improved safety associated with the proposed walking and cycling infrastructure. The scheme is not expected to disproportionately impact this group based on their protected characteristic.

Analysis of impact

Given that ethnic minority groups are underrepresented in cycling, the new cycle facilities are likely to promote cycling among this group by improving visibility and safety.

Religion & Belief

Sensitive Receptors

Please refer to the EQIA guidance when completing this form

There are several sensitive receptors within the vicinity of the proposed scheme which may mean that users from this particular group may be more likely to frequent this location. These include:

- St Margaret Lothbury
- Trinity Church Central London
- St Michael Cornhill
- IMPRINT Church London: St Mary Woolnoth
- St Edmund King & Martyr
- Masjid Mosque
- 2 Jumma Salahs in The Dutch Centre
- St Peter-upon-Cornhill Church
- Dutch Church

Accessibility and Inclusion

It is expected that users within this protected characteristic group will benefit from the improved safety associated with the proposed walking and cycling infrastructure. The scheme is not expected to disproportionately impact this group based on their protected characteristic. Those visiting nearby sensitive receptors are likely to benefit from the scheme.

Analysis of impact

The scheme is not expected to disproportionately impact this group based on their protected characteristic.

Sex

Sensitive Receptors

There are some sensitive receptors within the vicinity of the proposed scheme which may mean that users from this particular group may be more likely to frequent this location.

- London Gynaecology, City of London, Private Gynaecology and Colposcopy Clinic London

Accessibility and Inclusion

The proposed scheme includes a number of features designed to improve pedestrian and cycling infrastructure across the Threadneedle Street and Old Broad Street area.

Measures such as widened footways, upgraded traffic signals, a raised table at the junction of Finch Lane, and improved surfacing aim to enhance accessibility and safety for all users, regardless of sex. These changes are expected to improve perceptions of safety for those walking and cycling, particularly in an area that experiences high footfall and vehicle movements. However, perceptions of safety can differ between sexes, with women more likely to feel vulnerable in urban environments, especially after dark, when compared to men.

Analysis of impact

Women are less likely to cycle in busy urban environments due to concerns about safety and a lack of adequate infrastructure. The upgrades in the proposed designs should help to increase cycling amongst women by addressing safety concerns through designated lanes, improved visibility and reduction in motor vehicles.

Despite this, changes to loading arrangements, where loading is permitted within the advisory cycle lane, may create unpredictability in cyclist and pedestrian movements. This could make the streets feel less safe or less comfortable for some women to cycle on. The incomplete removal of redundant markings may further impact women's comfort and confidence in using the area, especially if they're unfamiliar with the revised road layouts.

Additionally, the lack of designated parking or storage for dockless e-bikes may contribute to footway obstructions, which can be particularly problematic for women pushing prams or travelling with young children.

Sexual Orientation

Sensitive Receptors

There are no known sensitive receptors within 200m of the proposed scheme.

Accessibility and Inclusion

It is expected that users within this protected characteristic group will benefit from the improved safety of the walking and cycling infrastructure. The scheme is not expected to disproportionately impact this group based on their protected characteristic.

Analysis of impact

The scheme is not expected to disproportionately impact this group based on their protected characteristic.

Additional Groups:

Socio-economic background

Accessibility and Inclusion

The proposed scheme introduces a number of pedestrian and cycling enhancements, which aim to make active travel more convenient, safer, and appealing to a wide range of users. Individuals from lower socio-economic backgrounds are more likely to rely on affordable and accessible transport options such as walking, cycling, or bus travel. As such, the scheme could provide tangible benefits to this group by improving the infrastructure they use most frequently.

Analysis of impact

The scheme is not expected to disproportionately impact this group based on their protected characteristic.

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Other groups that may be affected by your work, such as Care leavers, Carers & Parents, and Veterans

The proposed improvements to pedestrian and cycling infrastructure, such as widened footways, upgraded crossings, and resurfaced routes, are likely to benefit a range of users including care leavers, carers, parents, and veterans. These groups may have specific mobility needs or rely more heavily on accessible, low-cost, and safe transport options such as walking or cycling. Carers and parents in particular may benefit from enhanced pedestrian environments when navigating the area with pushchairs, young children, or individuals with mobility needs.

However, changes to loading arrangements could introduce challenges for carers or veterans who may need vehicle access close to destinations. Additionally, the presence of dockless hire bikes cluttering the footway could pose a barrier to safe, unobstructed movement for these groups.

3. STAKEHOLDER ENGAGEMENT

Outline any consultation/engagement activity and additional information gathered not outlined above (if relevant)

Include information on stakeholders involved, and methods used for engagement / consultation.

Describe any further work required on proposals as a consequence of engagement/consultation (if relevant)

CoL response - *The traffic order implementation, covering the majority of changes to the layout and infrastructure, which took place in 2023 included a full round of public consultation. The changes proposed as part of this scheme will tangibly formalise the benefits already provided from this traffic order. As a result, no further formal engagement is planned. Subject to this committee approval and following a similar approach that was taken on King William Street, informal engagement with relevant stakeholders will be commence shortly. Information will be shared with Ward Members, direct mail-outs (physical and digital) will be shared with affected businesses and residents, information will be shared via social media, and Ward and Business Improvement District newsletters and site meetings will take place where necessary.*

4. DECISION MAKING (MITIGATIONS AND CHANGE)

After completing steps 1-3, please outline your informed decision.

Possible outcomes could be that:

- a. No changes are required; there is no negative impact or discrimination
- b. Available actions have been taken to remove or minimise potential negative impacts
- c. Adjustments to the proposal to remove or minimise potential negative impacts – monitoring and regular review will take place to manage this with a view to taking further mitigation actions
- d. Where a negative impact is identified that is not unlawful discrimination, or where discrimination can be objectively justified- justify and continue with the proposal: there may be other factors (such as other proposal aims or financial constraints) that make it reasonable to adopt the proposal, despite the negative impact – potential impacts will be monitored and kept under regular review. Please seek advice from the EDI team and the Legal team before making the decision.
- e. You decide not to take the proposal forward.

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To reduce potential negative impacts and improve accessibility, several measures should be implemented alongside the proposed infrastructure changes. Clear and consistent road markings should be prioritised, particularly in areas where previous markings have only been partially removed, to prevent confusion for pedestrians and drivers alike, therefore consider removing the redundant road markings on Old Broad Street.

CoL response - *As the carriageways within the scheme's scope are to be resurfaced, all road markings will be renewed so that they are clear and consistent.*

Cyclist activity along the advisory cycle lane on Threadneedle Street between Bartholomew Lane and Old Broad Street should be monitored and reviewed, to ensure that it does not have a negative impact on road safety for users, noting the heightened risk for certain users.

CoL response - *The proposed cycle lane would provide continuity with the Bank junction scheme and improve conditions for cyclists on the carriageway. While loading restrictions are limited in this area, which makes a mandatory lane challenging, the key concern is the conflict at the Threadneedle Street junction, where cyclists would need to cross motor traffic heading onto Old Broad Street. However, Officers will consider how to best monitor this as part of the post-programme monitoring, and whether it needs to be monitored formally or informally.*

Loading and kerbside activity should be clearly signed and monitored, with consideration given to relocating loading zones away from high pedestrian areas or ensuring loading does not obstruct footways.

CoL response - *The proposed scheme has minimal impact on the loading and kerbside activity so no major changes in behaviour are expected. However, if any changes are noted either by BAU activities, such as the number of PCNs issued, or by post-programme monitoring, officers will consider what changes may be appropriate.*

To address drainage concerns, detailed surface water management should be integrated into final designs to minimise standing water and slippery conditions, particularly near Finch Lane.

CoL response - *This is due to an omission in the design documentation supplied for audit. All required drainage changes are included within the scheme's construction pack for installation.*

Additional recommendations include introducing formal parking areas for dockless bikes to prevent obstruction and improve safety, as well as considering rest points and street furniture in future phases to support disabled users.

CoL response - *The installation of benches will be considered during construction as Officers will then have a better appreciation of the available footway space being created. The comment about introducing dockless cycle bays within the area will be passed to the relevant team who deal with such matters.*

Please refer to the EQIA guidance when completing this form

5.MONITORING AND REVIEW

How will you monitor and review the impact (positive or negative) of the proposal once it has been put into effect, if so, how? What are the timescales for reviewing the EQIA once proposals are implemented?

This may take the form of an action plan.

The impact of the scheme on the protected characteristic groups should be monitored through a combination of user feedback, site observations, and engagement with local community stakeholders.

This can consist of regular inspections to assess the condition and accessibility of infrastructure, such as footways, cycle lanes, and crossing points, as well as any issues caused by cluttered footways or loading activity. Consider using feedback channels to gather input from the public, particularly around perceived safety, accessibility, and comfort. Any reports of obstructions, near misses, or concerns should be reviewed and actioned as necessary.

Section 3: To be completed by ALL

6.RECORDING YOUR DECISION AND SIGN-OFF

1. Submit to your line manager for review and sign-off
2. Submit to Director or Chief Officer (as relevant) for sign-off
3. Where possible, share the final document with the corporate EEDI team

It is recommended that the scheme is taken forward with consideration for the mitigation and monitoring and review suggestions above.

Sign off

1. Officer completing the EQIA

Name	Marie Gallagher,
Job Title	Principal Transport Planner, WSP
Date	8/8/25
Signature	

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2. Line Manager

Name	Bruce McVean
Job Title	Assistant Director, Policy & Projects
Date	
Signature	

3. Senior Manager or Chief Officer

Name	Ian Hughes
Job Title	City Operations Director
Date	
Signature	

Once this form has been signed off, please send a copy of the form to the EDI Team: CSPT.EDI@cityoflondon.gov.uk