Appendix 4

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	Aldgate to Blackfriars Cycleway
Details of the lead officer completing the Assessment/ Role responsible for the completion of the EQIA	Lead Officer: Albert Cheung – Street Space Planning Author Completing EQIA: Linda Kulahcigil – NRP
Department Responsible:	Policy & Projects, City Operations, Environment Department
Who has been involved in creating the EQIA: (please summarise/list stakeholders you have engaged with and how)	Lead Members (Streets and Walkways Sub-Committee Members' briefing on bus stop bypasses) London Cycling Campaign (LCC) (provided a briefing paper and attended the Members' briefing on 18 June) Wheels for Wellbeing (WfW) (provided a briefing paper and attended the Members' briefing on 18 June) Living Streets (provided a briefing paper and attended the Members' briefing on 18 June) Royal National Institute of Blind People (RNIB) (provided a briefing paper and attended the Members' briefing on 18 June)

Please refer to the EQIA guidance when completing this form

	National Federation of the Blind UK (NFBUK) (provided a briefing paper and attended the Members' briefing on 18 June) Guide Dogs (provided a briefing paper) Transport for All's Focus groups with Disabled People and Stakeholders (May-June 2025)
Date of Initial assessment:	July 2025
Dates of review (as applicable)	Subject to the decision of the Streets and Walkways Sub-committee, a review will take place when the design of the cycleway resumes, following the publication of London and national guidance on bus stop bypasses.

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

Summary of the proposals

Aldgate to Blackfriars cycleway. The City of London Corporation is developing a new, high-quality east-west cycle route. Connecting Aldgate with Blackfriars, the route would expand London's network of safe routes with links to:

- Cycleway 2 at Whitechapel High Street
- Cycleway 6 at New Bridge Street
- Cycleway 3 on Victoria Embankment
- Cycleway 1 on Queen Street

Running through the heart of the City Cluster, the route includes St Botolph Street, Aldgate Square, Leadenhall Street, Cornhill, Bank Junction and Queen Victoria Street.

The whole route has been assessed and designed to meet modern standards so that no one feels excluded from cycling due to safety concerns and bus stops bypasses are safe and accessible. The aim is to enhance the streetscape, so it is as safe, attractive, and accessible as possible for all users.

Please refer to the EQIA guidance when completing this form

To protect people cycling from traffic, the design includes protected cycle lanes on Queen Victoria Street between New Bridge Street and Queen Street in the west and on St Botolph Street in the east. The public consultation ran from 9 December 2024 to 9 February 2025.

As a result of the traffic restrictions at Bank Junction and Bishopsgate, traffic levels are low enough on Leadenhall Street, Cornhill and the eastern section of Queen Victoria Street to not require any cycle lanes.

The following maps show the consultation plans.

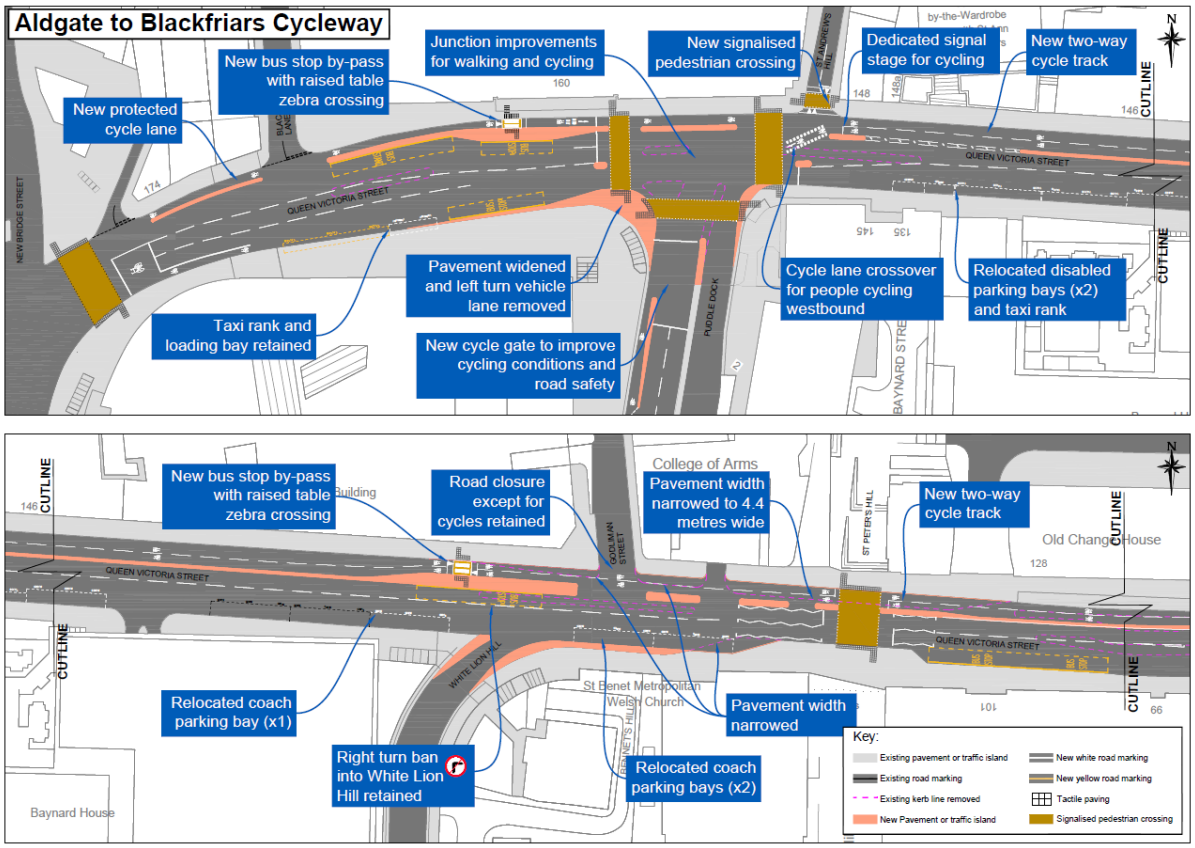

Figure 1 - Aldgate to Blackfriars Consultation Plans

Please refer to the EQIA guidance when completing this form

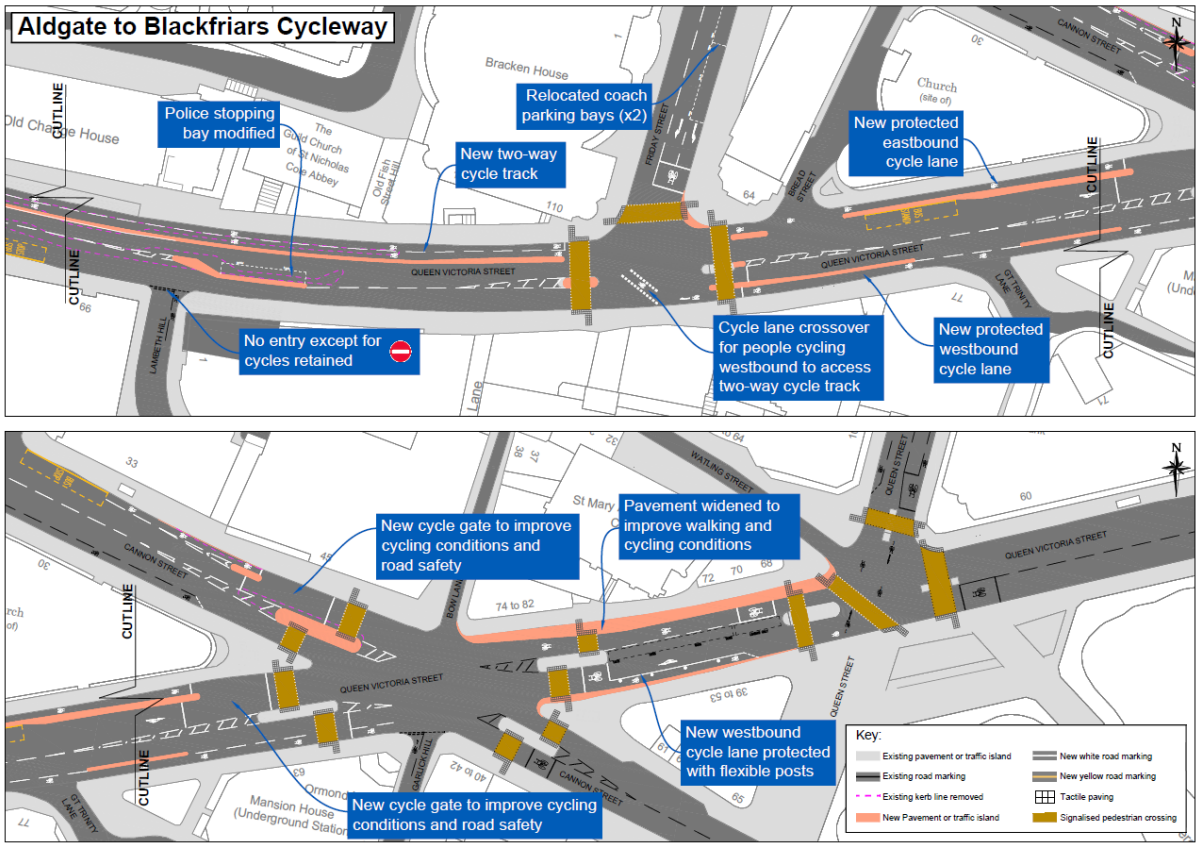

Figure 2 - Aldgate to Blackfriars Consultation Plans

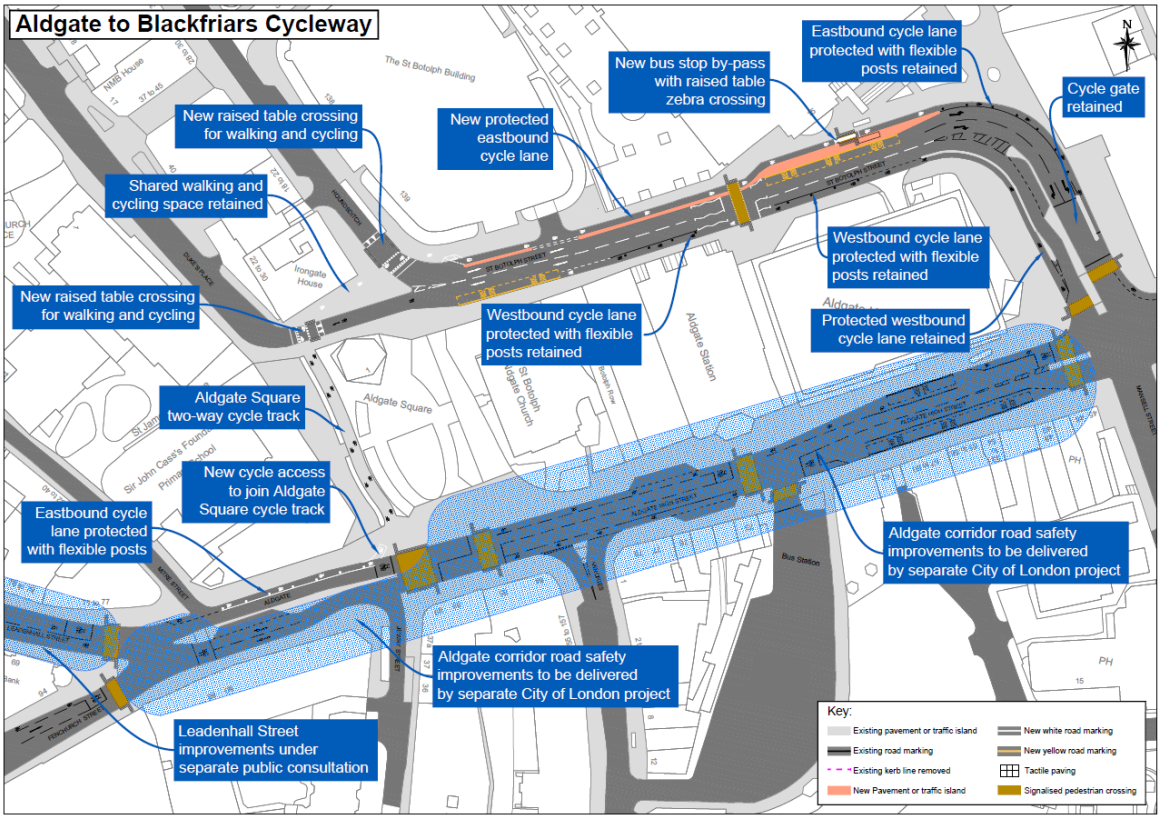

Figure 3 - Aldgate to Blackfriars Consultation Drawings

Further detail of the proposals

The City of London Corporation is working to improve the experience of cycling, walking and wheeling on the City's streets. Working with Transport for London, the proposal is for a high-quality east-west cycle route linking Aldgate to Blackfriars. The aim is to make cycling along the route safe, more attractive and more accessible. The cycleway would connect with five other routes at Aldgate (C2), Queen Street (C1 and CS7) and Blackfriars (C3 and C6), and City destinations such as the City Cluster.

Proposed Improvements along the Cycleway route

Aldgate Area:

- A new eastbound cycle lane on Aldgate, protected by flexible posts.
- Raised side-street crossings on Duke's Place and Houndsditch to support safer walking, wheeling and cycling.
- Upgraded eastbound cycle lane on St Botolph Street using traffic island separators.
- A new eastbound bus stop bypass (with bus stop island) on St Botolph Street with a raised Zebra crossing.

Aldgate to Queen Street:

- No changes proposed on Cornhill, Bank Junction, or the eastern end of Queen Victoria Street due to existing low traffic levels.
- Improvements to Leadenhall Street are being developed separately by the City of London.
- Further changes to Aldgate and Aldgate High Street are under separate consideration.

Queen Victoria Street (Queen Street to New Bridge Street):

- Segregated cycling provided via:
    - Single-lane cycle tracks with flexible posts or traffic islands.
    - A two-way cycle track with island protection.
    - Early or separate traffic signal phases for cycling at junctions.

Bus Stop Bypasses:
Three bus stop bypasses (with bus stop islands) are proposed, designed in line with TfL's accessible design guidance. Each includes:

- A raised Zebra crossing.
- A wide waiting area on both sides of the cycle track.

Locations:

- St Botolph Street – Bus Stop B
- Queen Victoria Street (Millennium Bridge) – Bus Stop SG
- Queen Victoria Street (Blackfriars) – Bus Stop A

Please refer to the EQIA guidance when completing this form

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.

Transport Strategy Inclusion Principles

City of London have developed five inclusion principles to the development of their Inclusivity and Equity Action Plan and the delivery of the Transport Strategy. These are:

1. Improving our street network and supporting the improvement of London's public transport network to ensure everyone can experience the benefits of our policies and projects, and particularly those currently excluded.
2. Designing and delivering spaces and services which are inclusive by default and work to provide equitable access to all.
3. Encouraging community participation and engagement and ensuring a diversity of voices are heard through the decision-making process.
4. Building trust with local communities through transparency, accountability and demonstrating how engagement has driven change in our processes and plans.
5. Developing shared, local stories of inclusion best practice and lessons learnt, showing how changes to our streets and our polices have improved people's lives; and promoting a culture of inclusivity.

The City of London has developed five Equality Objectives (2024-29)

1. Inclusive and Trustworthy Leadership
2. Inclusive and Diverse Community
3. Accessible and Excellent Services

4. Socio-Economic Diversity
5. Cross-cutting activity: Evidence and Data

Protected groups:

Age

Evidence

Data from the Census 2021 (Figure 4) shows that most residents are aged 25-60 making up 59.8% of the residents in the City of London. Residents aged over 65 comprise 19.5% of residents while residents aged under 15 comprise only 6.9% of resident population.

Compared to London as whole, there is a much lower percentage of people aged under 15 in the City of London. Similarly, residents aged 25-60 seems to represent a higher proportion compared to London and England as whole. However, the proportion of older residents aged over 65 makes up a higher percentage (19.5%) than those in London (16.5%) as a whole.

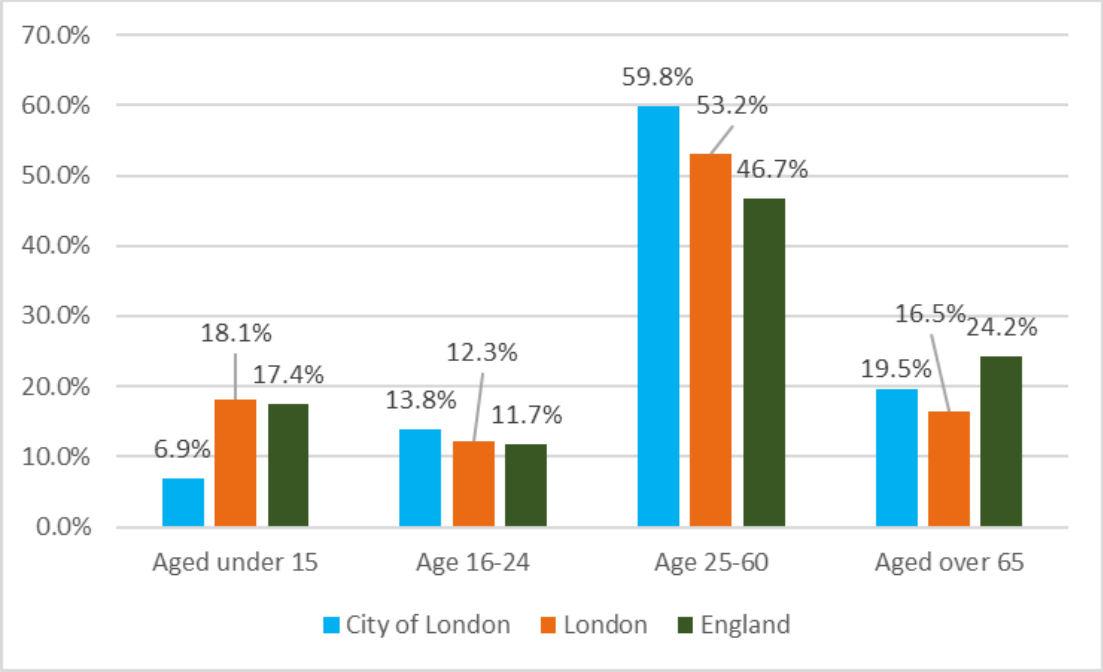

Figure 4 - Age distribution within the City of London compared to London and England as a whole (source: Census 2021)

The City of London has 8,600 residents, but there are 614,500 workers[1]. The Annual population survey conducted by the Office for National Statistics surveyed those in

[1] City of London website 2025: Our impact and key facts - City of London

employment in the City of London. The age profile of those respondents can be seen in the graph below. The majority of workers fall into the age range 25-44.

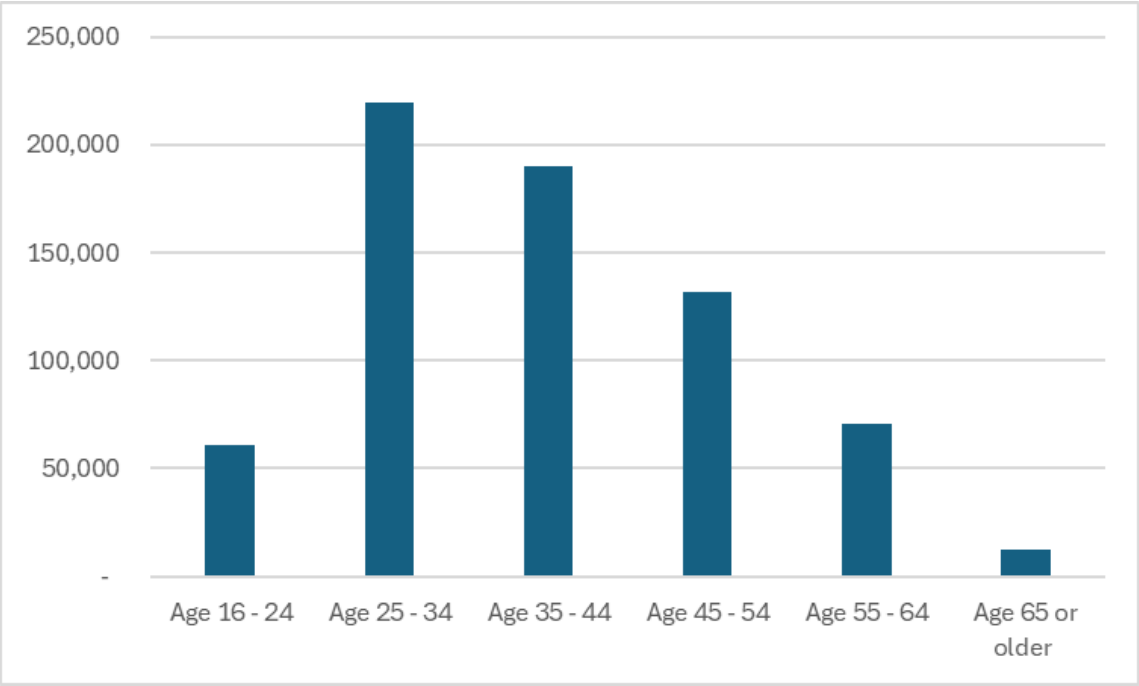

Figure 5 – Age profile of those in employment in the City of London (Source ONS Annual population survey April 2024 - March 2025)

The proportion of Killed or Seriously Injured (KSIs) and Slightly Injured casualties per age category is shown in Figure 6 and 7.

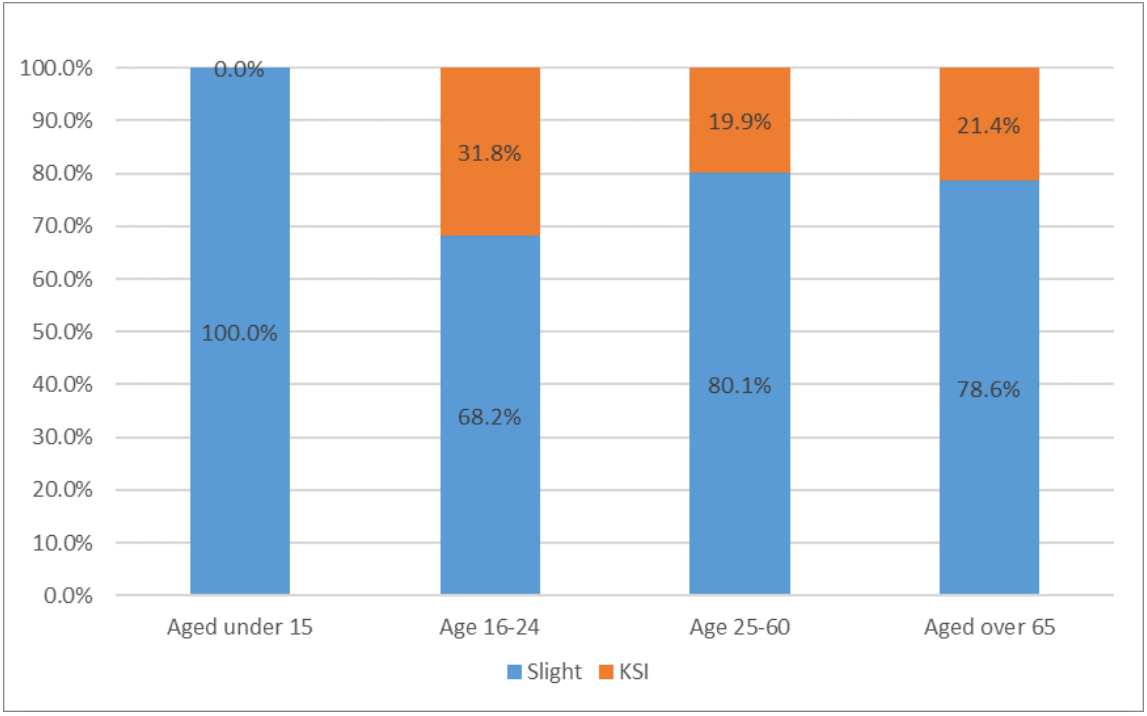

Figure 6 - Casualties by age band split by injury severity in City of London in 2023 (source: Road safety data - Transport for London)

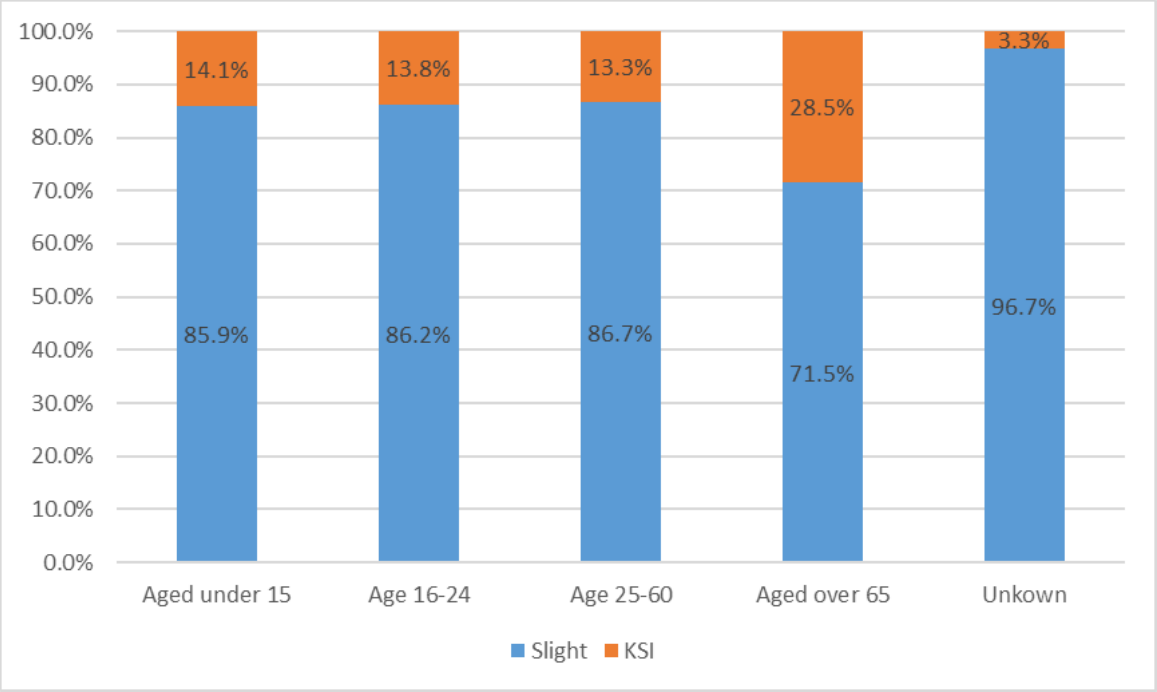

Figure 7 - Casualties by age band split by injury severity in London in 2023 (source: Road safety data - Transport for London)

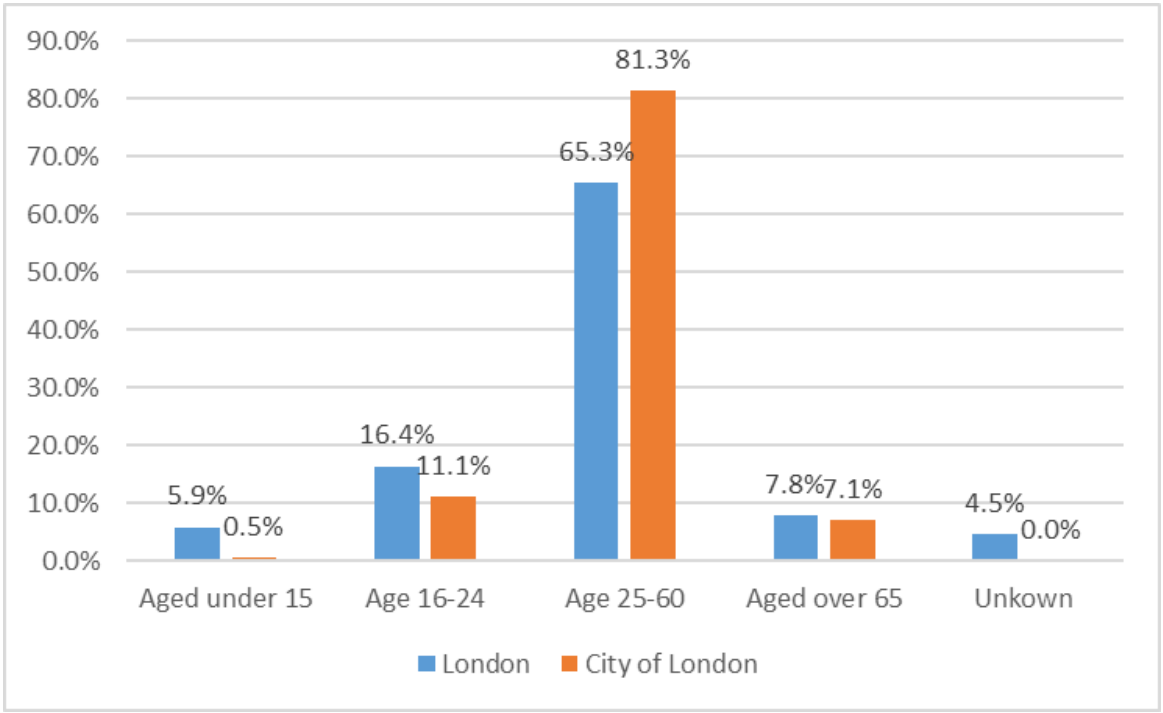

Figure 8 - Total casualties by age band in City of London compared to London as a whole 2023 (source: Road safety data - Transport for London)

Across the UK in 2023, 5% of fatalities and 10% of casualties were aged 16 years and under, 23% of fatalities and 29% of casualties were aged 17 to 29 years old and 22% of fatalities and 8% of casualties were aged 70 years old and over.[2]

Compared to London, the City of London has no fatal collisions, however the ratio of KSI for people aged 16-24 more than double at 31.8% versus 13.8% (Figure 6 compared to Figure 7).

Figure 8 shows that the total casualties for residents aged 25-60 is 81.3% in City of London compared to 65.3% for London. Similarly, casualties for residents aged under 15 is 0.5% for City of London compared to 5.9% for London. This reflects the low proportion of residents aged under 15 in the area.

Fear of road danger can be a barrier to more people walking and cycling, particularly among younger people[3]. In addition, older people may also be more likely to perceive road danger as a barrier due to reduced physical capabilities and slower reaction times. Building active travel into every day routines helps to reduce risk factors for developing chronic, long term health conditions as well as alleviating loneliness[4].

High traffic volumes can have a wide range of effects including restricting the independence of, in particular, children and young people and those with a disability. High levels of traffic can hinder active travel with 'heavy traffic' and 'pollution' often cited as two of the biggest barriers to people not walking more.[5] This can lead to an increase in social isolation for members of vulnerable groups who may fear going out.

Consultation

The age of consultation respondents ranged from 13 to 75+, with a wide spread of ages represented. A total of 350 responses were received for the question asking, 'what is your age?'

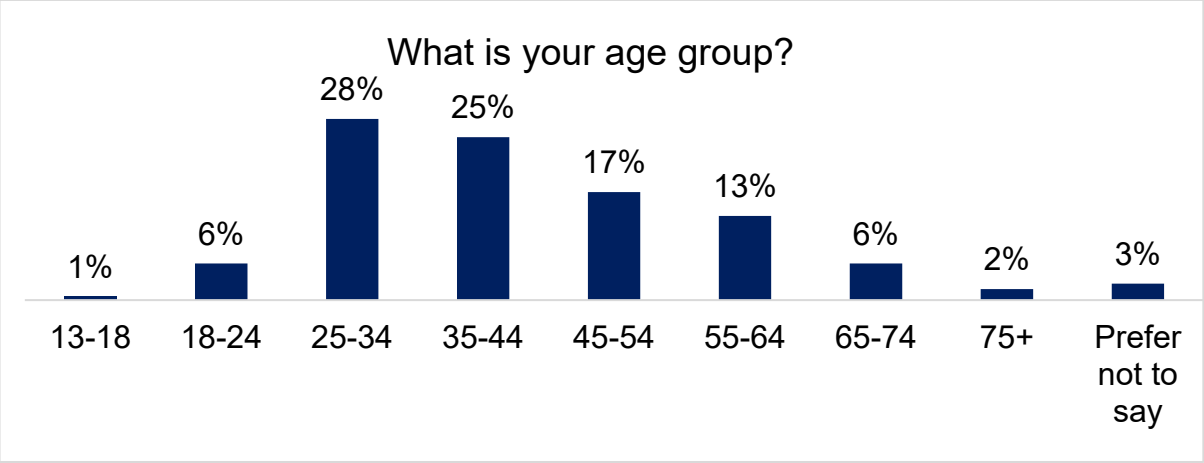

Figure 9 - Consultation Age Group Data

[2] www.gov.uk Reported road casualties Great Britain, annual report: 2023
[3] Safety concerns are barrier to more walking and cycling: Brake
[4] What is so off-putting about walking and cycling? | Centre for Ageing Better
[5] Nice.org.uk synthesis-of-evidence-pdf-430225309

The majority of those responding were aged between 25 and 54 (70%).

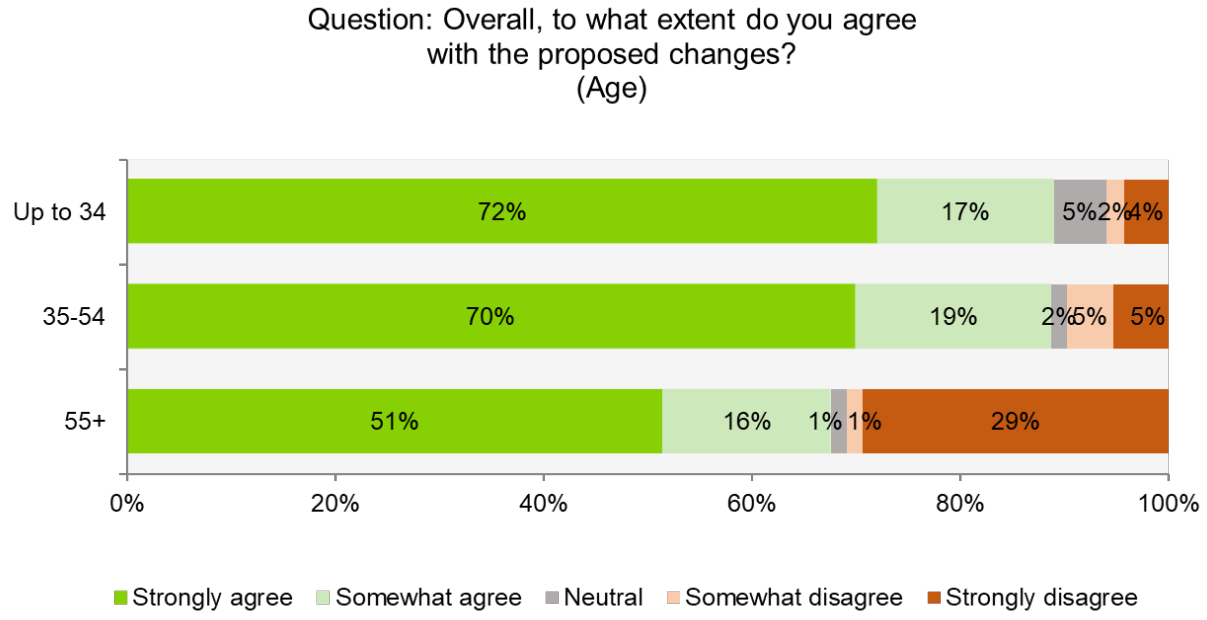

Figure 10 – Consultation results: How agreement with the proposed changes varied by age of the respondent

A majority of all age groups agreed with the proposed changes, however the proportion of those who strongly disagreed with the proposals (orange in Figure 10) is notably higher among the 55+ age group.

Potential impact (positive)

The proposals aim to provide a positive impact on all age groups by creating safer cycling facilities to enable more people to choose to cycle.

Older people are likely to benefit positively 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.

The introduction of fully segregated cycle lanes provides a protected corridor for people cycling, reducing motor vehicle-cycle conflict and minimises walking and cycling interaction.

Raised carriageway crossings such as the one across St Andrew's Hill has the potential to assist in reducing traffic speed and improve accessibility through level access, which may particularly benefit those who are travelling with children (perhaps on scooters or in pushchairs/ prams) as well as older people who are more likely to have reduced mobility.

Footway widening such as is being proposed at the Queen Victoria Street junction with Puddle Dock improves access for all but is particularly likely to benefit users with mobility aids and pushchairs as well as those walking in groups.

Potential impact (negative)

The bus stop bypasses (with bus stop islands) have the potential to bring both positive and negative impacts on different groups. For those cycling, bus stop bypasses provide a safer environment by removing conflict with buses. However, for those who are pedestrians accessing the bus stop island there is the potential for conflict with people cycling. In some cases, older people and younger children may not be able to detect a cycle approaching at speed. Mitigation measures could be considered to reduce this risk.

Mitigation

Consistent surfacing material and colour contrasts should be considered to make the segregated cycle areas clear to all, particularly older people, children, those travelling with children, disabled people cycling and those who are blind or visually impaired.

Bus stop bypasses – see sections 3 and 4 for suggestions on mitigation by Transport for All through their Accessibility Review and suggestions that arose from the Members' briefing on 18 June.

Consultation of the scheme has been undertaken and is referred to throughout this document; views have been recorded and can be fed into the design process.

Disability

Evidence

According to data from the Census 2021, City of London has 82% of residents stating that they have no limitations on their activities. This is the same as the average for the whole of London. 7% stated that they were disabled under the Equality Act and that their day-to-day activities were limited a little, an additional 3% were disabled under the Equality Act and their day-to-day activities were limited a lot. This is lower than that for London (6%) and for England (7%).

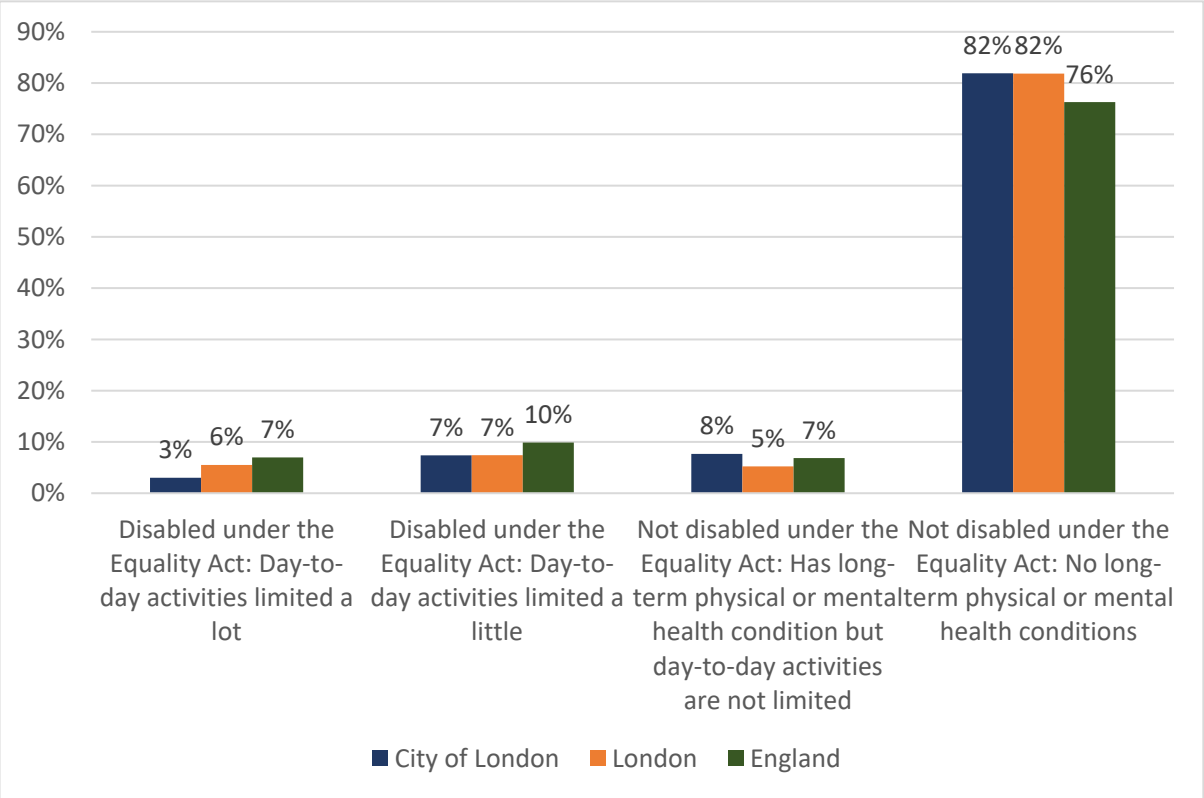

Figure 11 - Proportion of those who are disabled under the Equality Act, City of London Compared to London and England (Source: Census 2021)

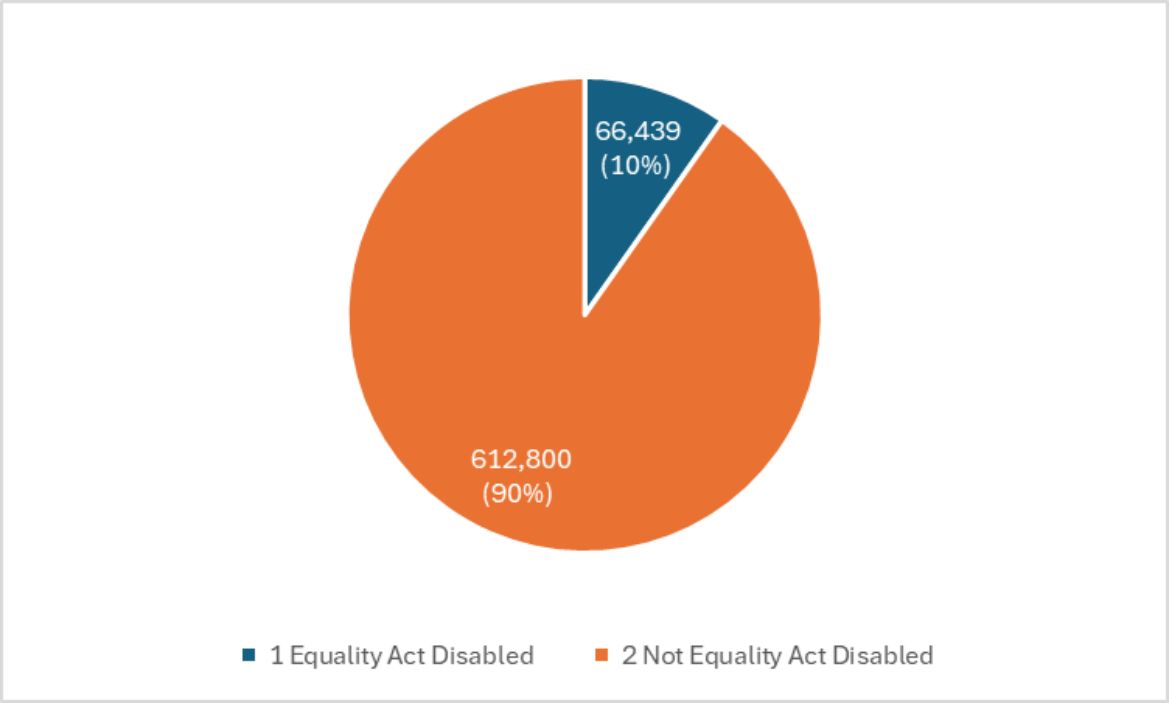

Figure 12 Proportion of workers in the City of London who state that they are disabled under the Equality Act (Source: ONS Annual population survey April 2024 – March 2025)

Figure 12 shows that 10% of those surveyed by the ONS in the annual population survey April 2024-March 2025 stated that they were disabled.

From 'Travel in London: Understanding our diverse communities 2019, A summary of existing research' (TfL, 2019), the most commonly used types of transport by disabled Londoners are walking (81% of disabled Londoners walk at least once a week), the bus (58%) and car as the passenger (42%). The main barriers that disabled Londoners experience in using public transport more often are the same as those expressed by non-disabled Londoners: namely overcrowding and concerns about the antisocial behaviour of other customers. Disabled customers also report accessibility-related issues, cost and comfort as barriers to travel.

Disabled Londoners travel less frequently than non-disabled Londoners (1.9 journeys per weekday compared with 2.5 for non-disabled Londoners). The main transport types used by disabled Londoners are broadly the same as those used by non-disabled Londoners, i.e. walking, bus, and car both as a driver and a passenger, with the exception of private hire vehicles and black cabs, which disabled Londoners are slightly more likely to use than non-disabled Londoners.

Consultation

11% of consultation respondents indicated a limitation of their day-to-day activities due to a physical or mental health condition or disability.

289 people who engaged with the consultation answered this question.

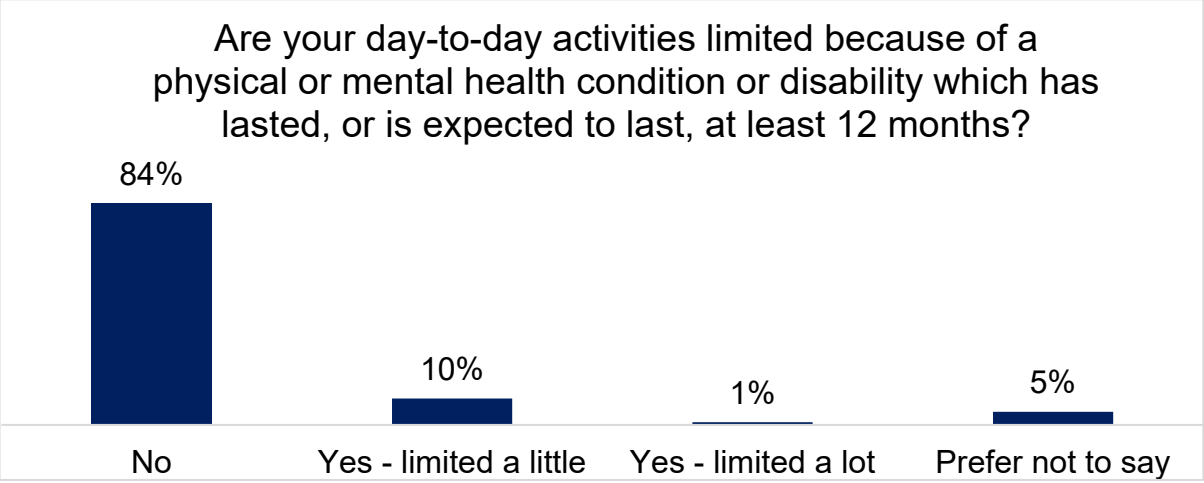

Figure 13 - Consultation Response – Disability

Potential impact (positive)

The proposals aim to provide a positive impact on disabled people by upgrading existing cycle facilities to make them safer and more legible to those who use adapted cycles or a cycle as a mobility aid. Currently, mobility scooters are permitted to use cycle tracks as well as the pavement, but are not allowed to use cycle lanes demarcated with a line.

Creating safer road conditions by separating motor vehicle traffic will create an environment where those with a disability can be more confident to walk, wheel and cycle.

The introduction of fully segregated cycle lanes provides a protected corridor for people cycling, reducing vehicle–cyclist conflict and minimising pedestrian–cyclist interaction.

Raised carriageway crossings such as the ones across St Andrew's Hill and at Duke's Place have the potential to assist in reducing traffic speed and improve accessibility through level access which may particularly benefit those who are mobility impaired, especially wheelchair users. Raised tables also reduce the possibility of ponding that can occur with dropped kerbs – this can assist in preventing wheelchair users getting wet hands.

Footway widening such as is being proposed at the Queen Victoria Street junction with Puddle Dock improves access for all but is particularly likely to benefit users with mobility aids and pushchairs as well as those walking in groups.

Wheels for Wellbeing have stated that cycle provision enables some disabled people to make journeys that are currently excluded from all modes; there are some people who cannot use the bus but can use safe cycle infrastructure. Cycling is more affordable as a mode of transport when compared to using a taxi or private hire vehicle.

Potential impact (negative)

The bus stop bypasses (with bus stop islands) have the potential to bring both positive and negative impacts on different groups. For those cycling, bus stop bypasses provide a safer environment away from buses. However, for those who are walking or wheeling accessing the bus stop there is the potential for conflict with people cycling.

There are concerns about "floating bus stops' or "bus stop bypasses" that can potentially pose significant challenges for blind and partially sighted people. A common issue and fear is that people cycling do not always give way to those wishing to cross the cycle lane. This can lead to some disabled people not wanting to use these facilities, which may mean not travelling at all and being excluded from use of the streets and bus services. This concern has been raised specifically in relation to this scheme proposal by the RNIB and the NFBUK and research by UCL and Guide Dogs supports this. They found that floating island bus stops are difficult for people with sight loss to identify and navigate. The bypass edge must be detectable by someone who is visually impaired and it must be ensured that there is no excessive 'crossfall' on the bus stop island as this may be a problem for those using a ramp to access or leave a bus.

Transport for London undertook a safety review of bus stop bypasses and published its report in 2024. The review showed that safety at bus stop bypasses was generally good, but that there were some design and behaviour gaps. TfL analysed pedestrian

casualties involving people cycling at 164 bus stop bypasses. It found that during the three years 2020, 2021 and 2022, a total of five pedestrian casualties involving people cycling and one involving an e-scooter occurred within the extent of the bus stop bypasses, based on the collision descriptions. This is extremely low compared to 11,400 pedestrians injured in collisions with motor vehicles over the same time period. However, these figures do not record near misses that can contribute to anxiety. The safety review also found that 60% of people cycling failed to yield to pedestrians at Zebra crossings at the sites surveyed. This behaviour and perceived behaviour by some people cycling add to the anxiety of pedestrians and in particular those with a disability such as a mobility or visual impairment at these locations.

It should be noted that onboard announcements on buses are available, warning passengers about the floating stop and for passengers to be cautious when alighting.

Mitigation measures could be considered to reduce this risk.

Bus stop boarding/ alighting zones may become congested and could affect those who have a neurodiverse condition.

The introduction of protected segregated cycle lanes does also reduce the availability of kerbside access for those wishing to drop off or pick up using a vehicle. This may be of particular impact to those who have a disability.

The relocation of blue badge parking bays and the taxi rank from the north to the south side of Queen Victoria Street may potentially initially negatively impact those while they learn of and get used to the new locations.

Mitigation

Consistent surfacing material and colour contrasts should be considered to make the segregated cycle areas clear to all, particularly older people, children, those travelling with children, disabled people cycling and those who are blind or visually impaired.

Bus stop bypasses – see sections 3 and 4 for suggestions on mitigation by Transport for All through their Accessibility Review and suggestions which arose from the Members' briefing on 18 June.

Ensure that new Blue Badge parking bays have a dropped kerb to enable wheelchair users safe access to the footway.

Surfacing of the footway could be considered, something that is absorbent and smooth for wheeled users of the area. Positioning of street furniture needs consideration to through-routes and desire lines kept clear of obstructions.

Consultation of the scheme has been undertaken and is referred to throughout this document; views have been recorded and can be fed into the design process.

Gender Reassignment

Evidence

Table 1: Gender Identity (Source: Census 2021)

Gender Identity	City of London	London	England
Gender identity the same as sex registered at birth	92.07%	91.21%	93.47%
Gender identity different from sex registered at birth but no specific identity given	0.11%	0.46%	0.25%
Trans woman	0.15%	0.16%	0.10%
Trans man	0.06%	0.16%	0.10%
All other gender identities	0.16%	0.12%	0.10%
Not answered	7.45%	7.88%	5.98%

Responses to the Census 2021 Gender Identity questions are generally in line with that of London as a whole.

Transgender hate crime is any criminal offense perceived to be motivated by hostility based on a person's transgender identity. Levels of reported Transgender hate crime in the City of London are low.

Table 2 - Transgender Hate Crime Statistics (Source Government Hate Crime Statistics (Gov.uk))

	City of London			London		
	2021/22	**2022/23**	**2023/24**	**2021/22**	**2022/23**	**2023/24**
Transgender hate crime	2	0	6	437	412	526

People who are going through or have gone through gender reassignment can often find safety and security issues a concern on streets and when using public transport.

A survey undertaken by the government[6] on the experiences of transgender people found that fears around safety in the street and when using public transport were particularly common amongst this group. More specifically:

- Nearly half of respondents (47%) said they were most worried about being a victim of a violent crime or harassment.
- Around three-quarters of respondents (76%) had never brought a complaint to the police, and nearly half of respondents (47%) cited the police's lack of understanding/sensitivity as being the greatest challenge in lodging a complaint.

[6] https://www.gov.uk/government/publications/headline-findings-from-our-transgender-online-survey

Consultation

No data was collected on this group during the public consultation.

Potential impact

It is not expected that there will be an impact on this protected group.

Marriage & Civil Partnership

Evidence

Table 3 - Marriage and Civil Partnership Data (Source: Census Data 2021)

	City of London	London	England
Never married and never registered a civil partnership	57.4%	46.2%	37.9%
Married: Opposite sex	27.7%	39.3%	44.2%
Married: Same sex	1.3%	0.4%	0.3%
In a registered civil partnership: Opposite sex	0.2%	0.1%	0.07%
In a registered civil partnership: Same sex	1.2%	0.2%	0.1%
Separated, but still married	2.1%	2.3%	2.2%
Separated, but still in a registered civil partnership	0.07%	0.03%	0.02%
Divorced	6.7%	7.2%	9.0%
Formerly in a civil partnership now legally dissolved	0.27%	0.04%	0.02%
Widowed	3.0%	4.2%	6.1%
Surviving partner from civil partnership	0.01%	0.01%	0.01%

There is significantly higher proportion of the City of London's residents who have never married and never registered a civil partnership (57.4%) compared to London (46.2%) and England (37.93%) respectively as whole. The proportion of Married: Opposite sex is lower 27.71% compared to London (39.2%) and England (44.20%) respectively as a whole.

Consultation

No data was collected on this group during the public consultation.

Potential impact

It is not expected that there will be an impact on this protected group.

Pregnancy & Maternity

Evidence

Table 4 – Crude Birth Rate and General Fertility Rate for City of London compared to London and England Source: ONS, 2023

Area of usual residence Name	Number of live births	Crude Birth Rate (CBR)	General Fertility Rate (GFR)
City of London	57	4.2	14.4
London	104,252	11.7	48.8
England	563,561	9.8	49.9

According to births and fertility rates data, the GFR, which is the number of live births per 1,000 women aged 15-44, of the City of London is 14.4 and for London is 48.8.

Research shows that exposure to poor air quality during pregnancy has an impact on both the health of the pregnant women and on foetal development. Air pollution exposure during foetal development and early childhood can have long-term impacts on health in childhood and beyond. Air pollution exposure may also increase risks for maternal health, and has been linked to increased risk of pre-eclampsia, a serious cardiovascular condition of pregnancy[7].

Consultation

90% of consultation respondents were not pregnant, nor had given birth in the last 12 months. 252 people answered this question although it should be noted that of those who answered the ‘what is your gender question’ – only 76 were female. This suggests that men have also answered this question on pregnancy.

[7] https://www.rcog.org.uk/news/uk-government-must-stop-ignoring-impact-of-air-pollution-in-pregnancy-and-set-air-quality-targets-which-protect-the-health-of-future-generations/

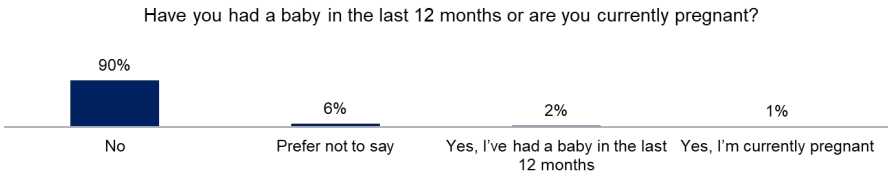

Figure 14 - Consultation Responses to the question, 'Have you had a baby in the last 12 months or are you currently pregnant?'

Potential impact (positive)

The proposed scheme interventions which include footway widening (e.g. on Queen Victoria Street between Cannon Stret and Queen Street), the implementation of new pedestrian crossings (e.g. on Queen Victoria Street at Puddle Dock and St Andrew's Hill) and raised tables at junctions will enable women who are pregnant or moving around with children and/ or with prams/ pushchairs, to walk through the area more safely and confidently.

If the proposed scheme reduces traffic, this is likely to lead to improved air quality; this is likely to have a positive impact on pregnant women who are more susceptible to the detrimental effects of poor air quality.

Race

Evidence

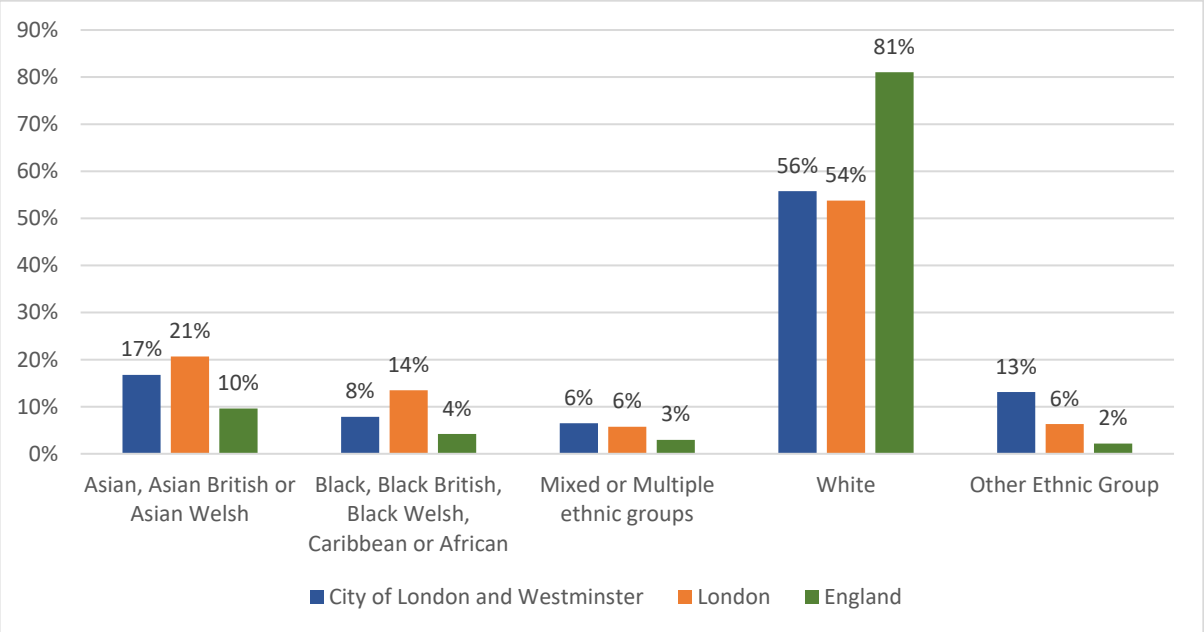

Figure 15 - City of London by ethnicity compared to London and England, Source: Census 2021

According to data from the Census 2021, the ethnicity for the majority of the resident population for the City of London and Westminster is White (56%) which is slightly above the average for London as a whole (54%). The second most common ethnic group is Asian, Asian British or Asian Welsh (17%).

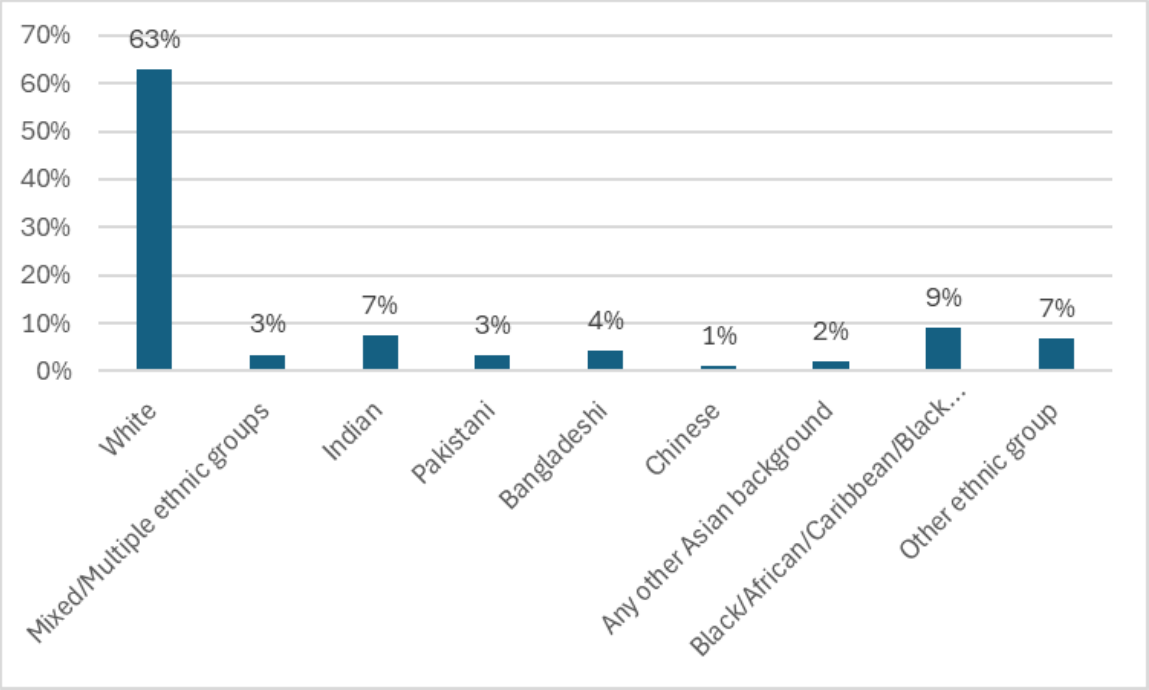

Figure 16 – Proportion of workers in the City of London by ethnicity (Source: ONS Annual population survey April 2024 – March 2025)

According to the annual population survey of those working in the City of London, the majority state that they are White (63%). This is a higher proportion than those who reside there. The next most common ethnicities are stated as Black (9%), Indian (7%) and other (7%).

Consultation

Almost 80% of consultation respondents described their ethnicity as White, with 10% of another, different ethnicity – most frequently mixed or multiple ethnic groups.

266 people responded to this question regarding their ethnicity as part of the consultation.

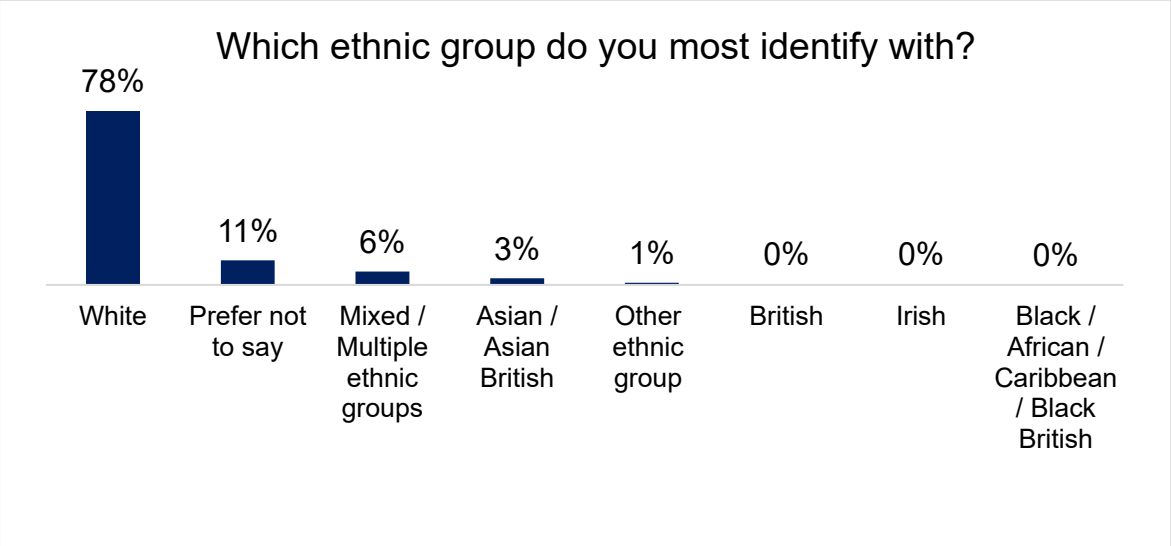

Figure 17 - Ethnicity Consultation Data, answers to the question 'Which ethnic group do you most identify with?'

Potential impact

TfL research shows that Black, Asian and Minority ethnic Londoners are less likely (4%) than other groups (8%) to cycle[8]. Analysis by TfL in 2010 found that Black Londoners made up only 8% of frequent and 10% of infrequent people cycling, but 13% of potential people cycling[9]. Improvements to provision for walking and cycling through this Aldgate to Blackfriars Cycle scheme proposal could therefore potentially benefit these groups more and enable more people from this protected group to cycle.

Religion & Belief

Evidence

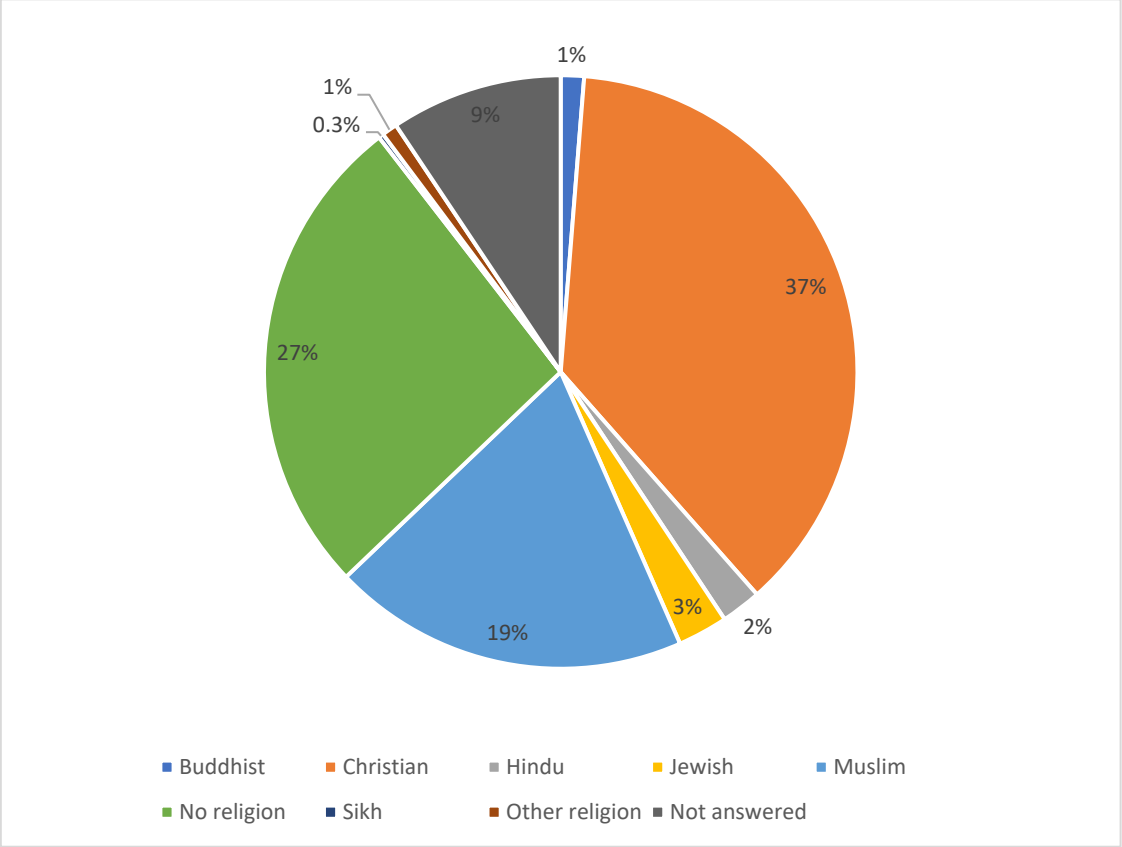

Figure 18 - Religion or belief in the City of London and Westminster (Source: Census 2021)

Individual data for City of London is not available in ONS 2021 hence City of London and Westminster data is used. 37% of the residents identify as Christian; this is slightly lower than London as a whole, 41%. 27% of residents do not follow or state a religion. 19% of the residents identify as Muslim, slightly higher than the figure of 15% for London. Other faiths recorded include Buddhist (1%), Hindu (2%), Jewish (3%), and Sikh (0.3%).

[8] https://content.tfl.gov.uk/travel-in-london-understanding-our-diverse-communities-2019.pdf
[9] https://content.tfl.gov.uk/analysis-of-cycling-potential.pdf

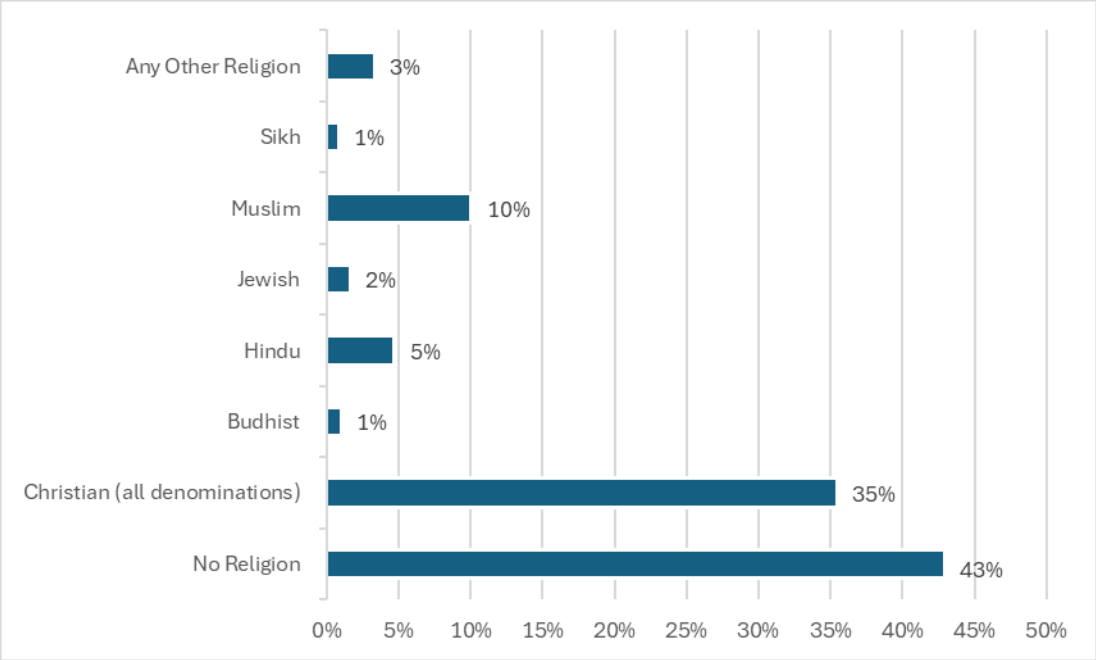

Figure 19 - Religion or belief in the City of London (ONS Annual population survey – workers April 2024 – March 2025

Data from the annual population survey for those employed in the City of London (in the graph above) shows that the majority of those who responded (678,086 responses) stated that they did not have a religion (43%), this is a bigger proportion than those who reside in the City of London and state that they do not have a religion (27%). The second most popular answer was Christian – 35%, this is slightly lower than the 37% recorded in the Census 2021 by those who live in the City of London.

Table 5 - Religious hate crime in City of London compared to London as a whole. Source: Government Hate Crime Statistics (Gov.uk)

	City of London			London		
	2021/22	**2022/23**	**2023/24**	**2021/22**	**2022/23**	**2023/24**
Total Religion	19	15	30	2,330	2,004	3,796

The rate of religious hate crime increased in the City of London by 100% between 2022/23 and 2023/24 significantly more compared to London as whole, 89.42% between 2022/2023 and 2023/24.

Consultation

There was no data collected on this group during the consultation.

Potential impact

There is currently no evidence to suggest that this proposal would have an impact on this group.

Sex

Evidence

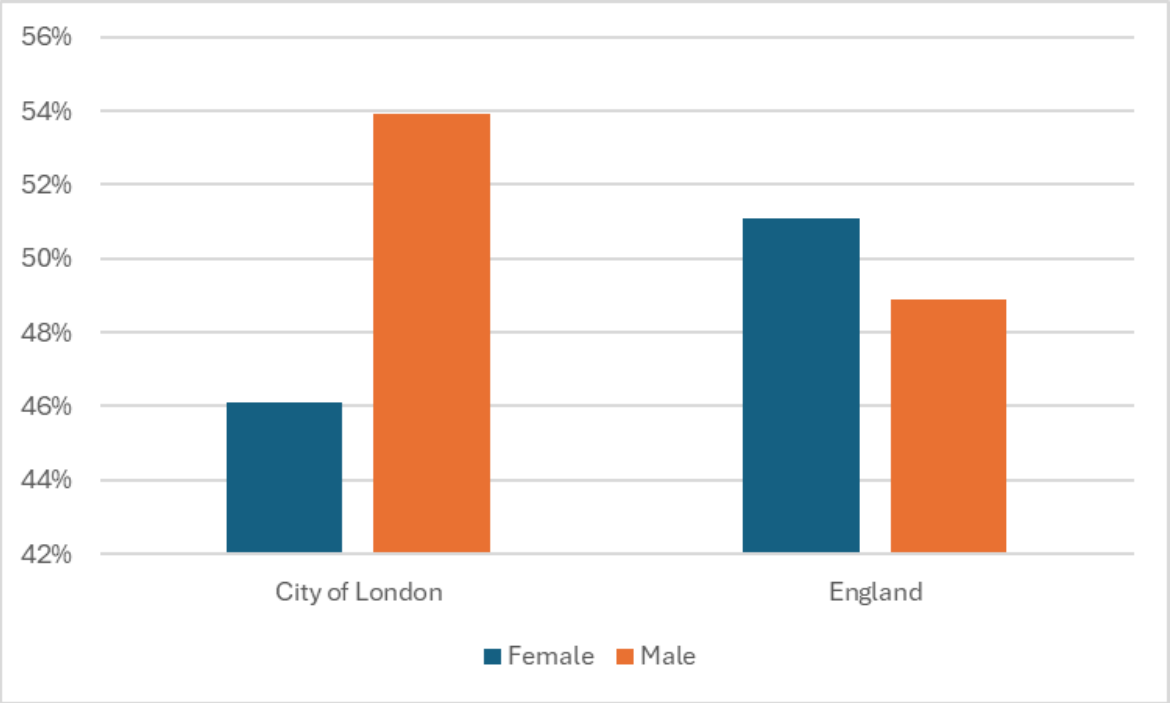

Figure 20 – Sex composition for the City of London compared to England (Source: Census 2021)

Data from the 2021 Census shows that there is a higher percentage of men (53.9%) in the City of London than women (46.1%), this contrasts with the country as a whole where there are more women (51.1%) than men (48.9%). This is based on the City of London's 11,600 resident population.

Significantly more people work in the City of London than live there. The ONS, annual population survey: April 2024 - March 2025 surveyed over 684,000 people employed in the City of London and found that 63% were men and 37% were women. Women are underrepresented as both residents and workers in the City of London.

The 'Travel in London: Understanding our diverse communities 2019' report by TfL shows that:

- Whilst daytime bus use among women (57%) is higher than that of men (43%), women are less likely to use night buses than men (64% of customers are men, 36% are women).

- Women are more likely than men to be travelling with buggies, shopping and/or children. For this reason, the car is often seen as a convenient mode of transport, presenting less of a barrier to completing journeys when laden. However, the cost and stress associated with driving encourages many to use public transport, particularly the bus which is perceived to be more child-friendly than other modes such as the Underground.

- Women are less likely than men to walk a child to school at least once a week (29% compared with 35% of men) and less likely than men to walk to pubs, restaurants, cinemas and other social places (52% compared with 62% of men).

- Conversely, women are more likely than men to walk to complete small errands such as getting a newspaper or posting a letter (81% compared with 76% of men).

There are several potential barriers that can prevent Londoners from using public transport more often. The most commonly cited barrier for both men and women is overcrowding on transport services. However, women are more likely to cite barriers that relate to crime and personal safety than men. Higher proportions of women say the following act as barriers to greater public transport use:

- Concern about anti-social behaviour.
- Fear of crime on the bus/train and getting to the bus/train.
- Fear of terrorist attacks.
- Risk of accidents.

A recent report, 'Safety in public space: Women, girls and gender diverse people, Good growth by design' published by the GLA in 2022 acknowledges that 'concerns around personal safety are a pervasive everyday experience of women, girls and gender diverse people in our city'. The same report outlines that gender-based violence and harassment is common in public spaces, with 71% of women in the UK having experienced some form of sexual harassment in a public space, this rises to 86% among women aged 18-24.

According to TfL's Travel in London Report 2023, private vehicles are the most used mode of transport to move daily in London, followed by public transport and walking. Women are more likely to make a trip by walking each day than men, at a rate of 0.89 trips per day compared to 0.79. Men are more likely to have cycled at least once in the last year, with 28% of men compared to 17% of women.

Consultation

A majority of consultation respondents (71%) described themselves as male. 22% described themselves as female, 5% preferred not to say and 2% preferred to self-describe.

346 people answered this question as part of the scheme's consultation.

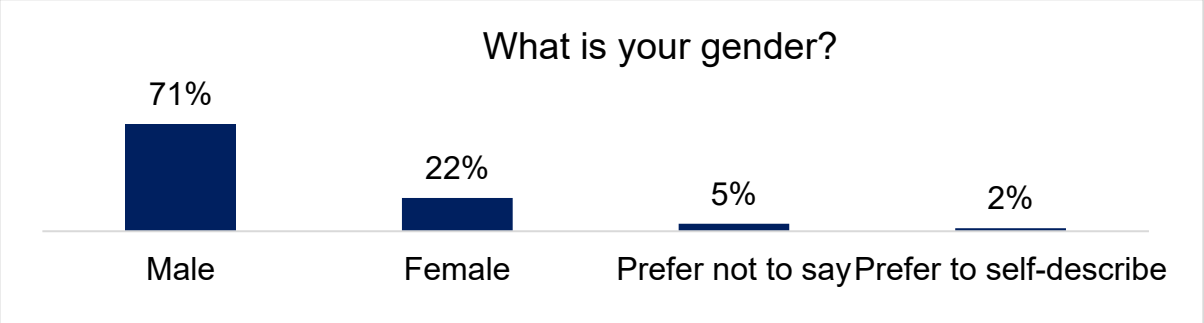

Figure 21 - Gender Consultation Data, answers to the question, 'what is your gender?'

Potential impact (positive)

The evidence suggests that the majority of those using this area are male, however the provision of cycle infrastructure is likely to particularly benefit women as studies have shown that women cyclists prefer cycle lanes separated from traffic, 'off road paths, compared to roads with no facilities'[10].

Sexual Orientation

Evidence

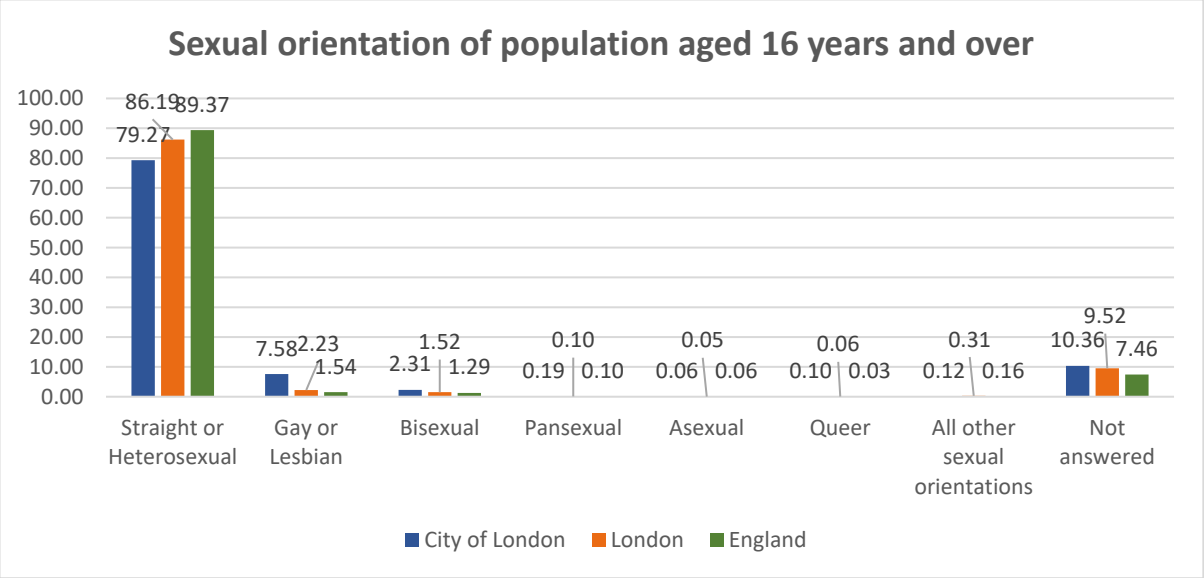

Figure 22 – Sexual orientation data for the City of London compared to London and England (Source: Census 2021)

[10] Nice.org.uk synthesis-of-evidence-pdf-430225309

Consultation

Just over 60% of consultation respondents identified as heterosexual/straight. 16% preferred not to say. 15% were gay or lesbian; 6% were bisexual and 1% preferred to self-describe. 275 people answered this question.

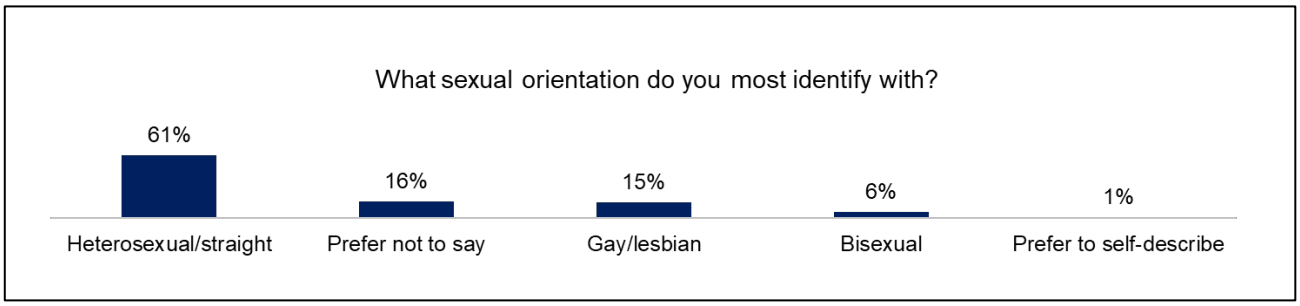

Figure 23 - Sexual Orientation Consultation Data, answers to the question, 'What sexual orientation do you most identify with?'

Potential impact

There is not currently thought to be an impact on this particular group.

Additional Groups:

Care leavers

Evidence

There is no evidence currently available for this group.

Consultation

No data was collected on this group during the consultation.

Socio-economic background

Evidence

The City of London has a high proportion of households who are not deprived in any dimension (59.8%), higher than that for England as a whole.

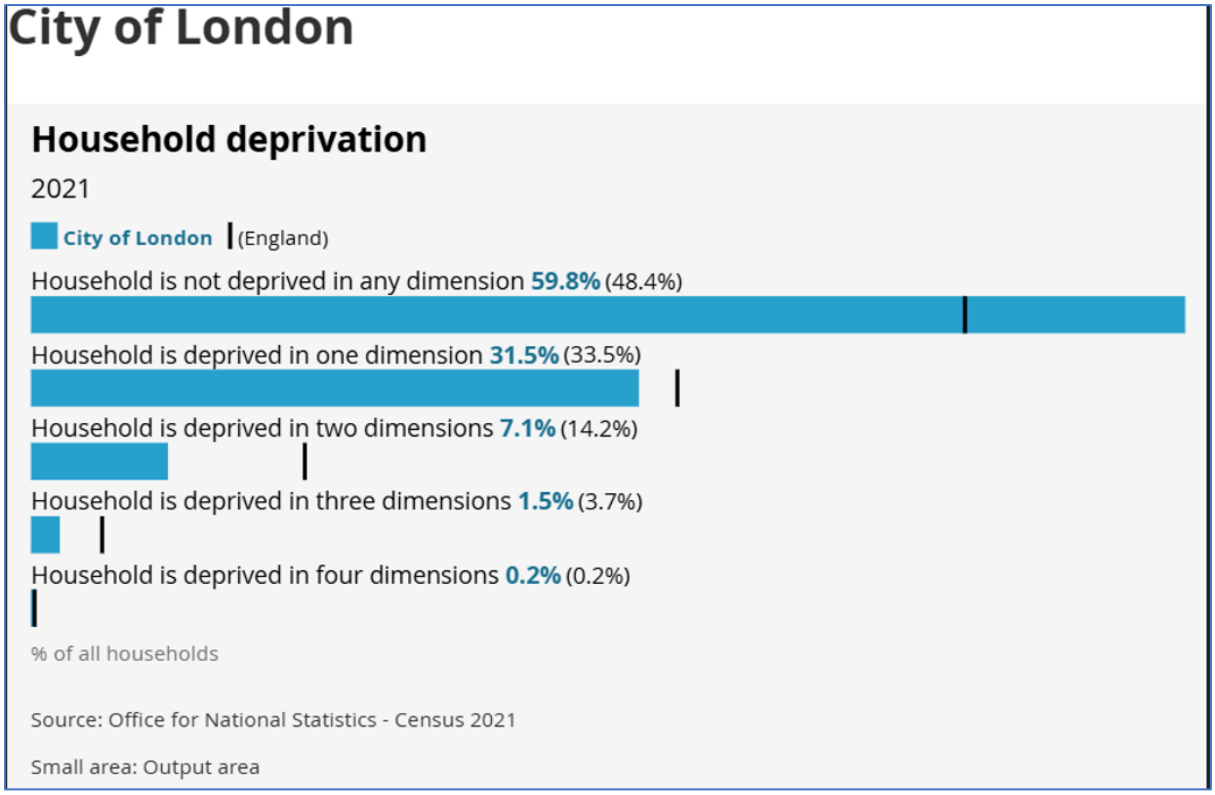

Figure 24 - Household Deprivation (Census 2021)

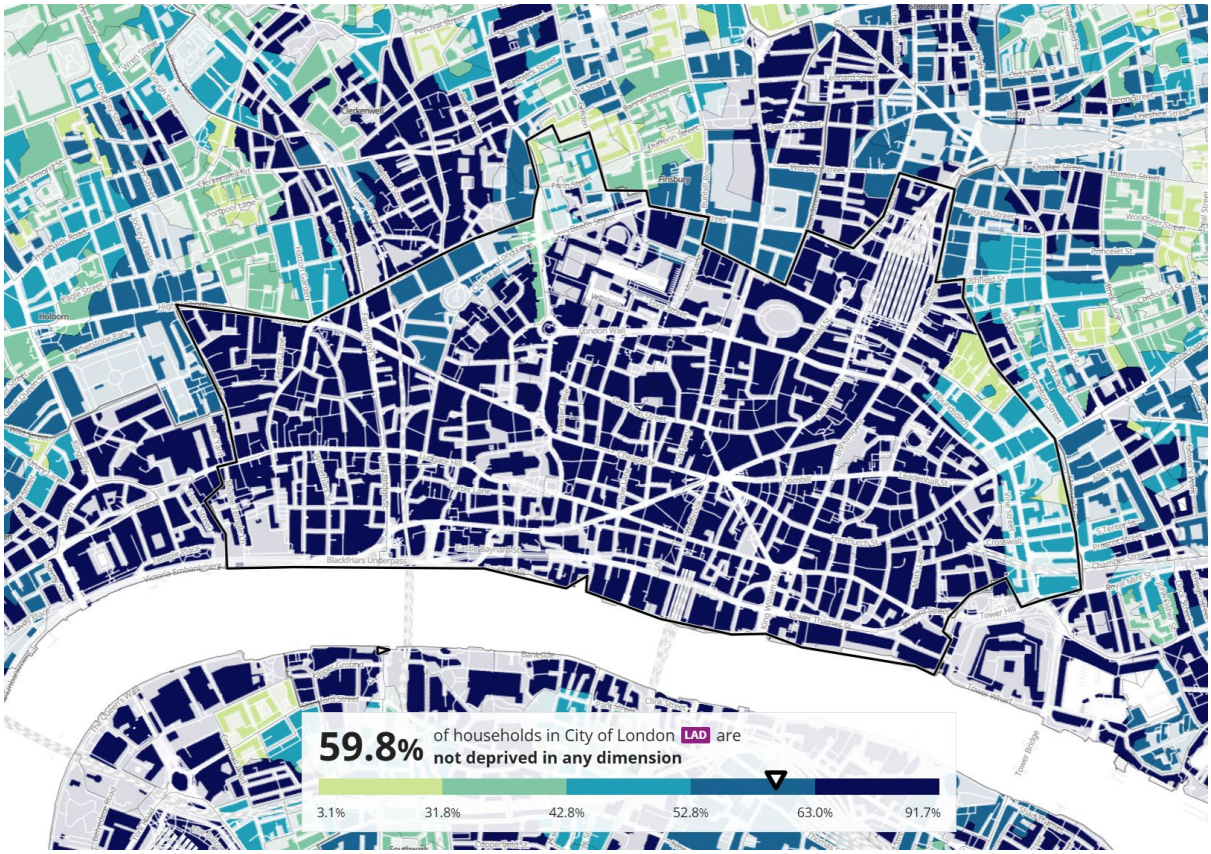

Figure 25 - % Households not deprived in any dimension (Source: Census 2021)

Consultation

Some consultation respondents chose not to specify their household's annual income.

Among those who did, 35% were in the £100,000+ bracket. 235 people answered this question.

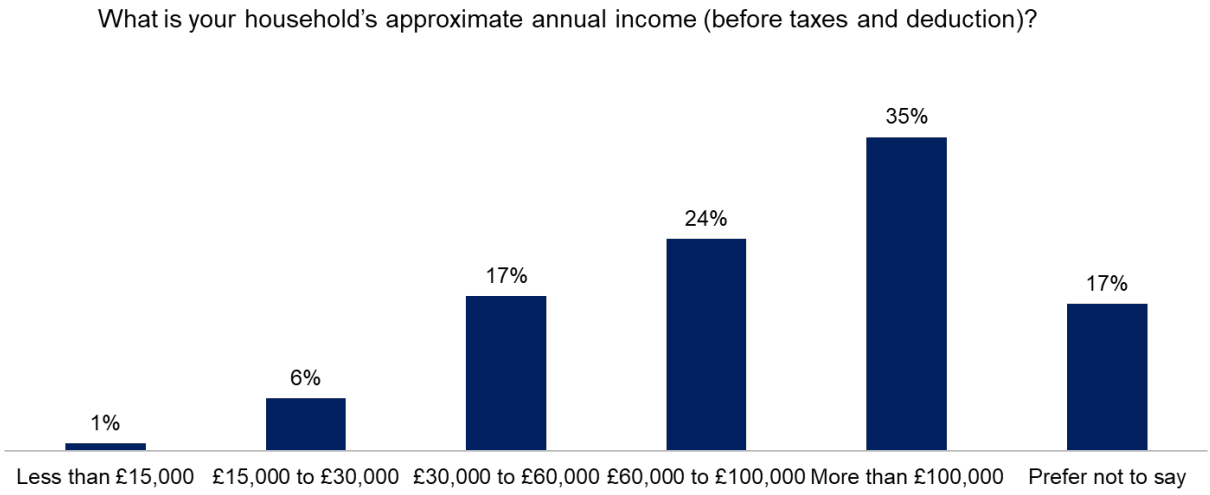

Figure 26 - Household Income Consultation Data, answers to the question, 'What is your household's approximate annual income?'

Potential impact

There is not thought to be an impact on this group, although enabling cycling through safer infrastructure will likely help those to travel using this more affordable mode.

Carers & Parents

Evidence

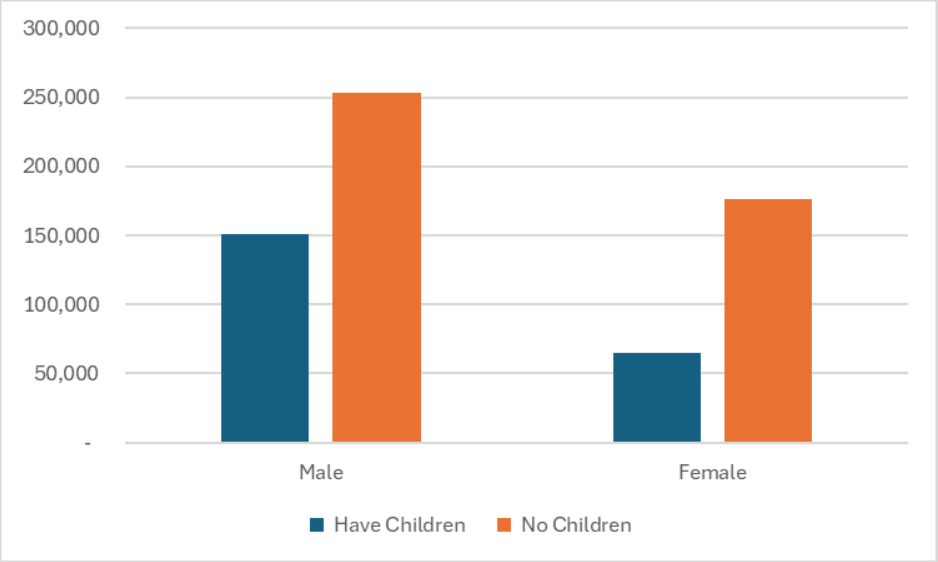

Figure 27: Parents (Source: ONS Labour Force Survey, filtered for those in employment in the City of London, July – September 2024)

Figure 27 shows the proportion of workers surveyed in the City of London who are parents. This is higher for male workers than female workers.

Veterans

There is no evidence currently available for this group.

Please refer to the EQIA guidance when completing this form

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)

Public consultation

A nine-week consultation on the proposals was undertaken from December 2024 to February 2025, utilising the Commonplace consultation platform, together with a series of public drop-ins. The consultation, which was open to anyone with a connection to, or interest in the area, collected more than 1,200 feedback responses from over 560 individuals.

A consultation report was compiled by Commonplace. Below is a summary of the key findings:

This feedback highlighted agreement with the proposals that was both strong and broad. Almost 80% of respondents agreed with the proposals, with almost two-thirds voicing strong agreement. Majority agreement was evident across those using different travel modes and with differing relationships with the City of London.

Agreement was particularly high among younger respondents (aged up to 54) and those identifying as public transport users and pedestrians. Note also that over 70% of those identifying as car users and taxi users agreed with the proposals. Those working and travelling through the area, were also notably supportive of the proposals.

Similarly high levels of support were evident in relation to the proposals for Queen Victoria Street west (83% supporting), Queen Victoria Street east (88%) and Aldgate (81%).

Common themes, threading across each of the proposals, focused on perceptions of the benefits of a safer environment in which cycling and walking was both encouraged and enabled via a strengthened cycle infrastructure and improved walking and wheeling experience. Respondents often detailed difficulties experienced, particularly when cycling, while currently travelling through these areas. In this context, their agreement and support was frequently offered on the basis of both envisaged personal gain and perceived area improvement. A number of practical suggestions for enhancement of the proposals were made with some

respondents suggesting extended or alternative measures alongside their overall support. In contrast, criticism of the proposals was far less evident.

Queen Victoria Street looking east

Figure 28 - Queen Victoria Street (Source: Images used in the consultation)

Queen Victoria Street looking east

Figure 29 - Queen Victoria Street (Source: Images used in the consultation)

Area Connection

The consultation attracted respondents with a wide range of area connections. More than half of respondents worked in the area (54%) or travelled through the City of London on their way to other places (51%). More than one area connection could be specified by respondents. 381 people responded to this question. Only 13% stated that they lived in the City of London.

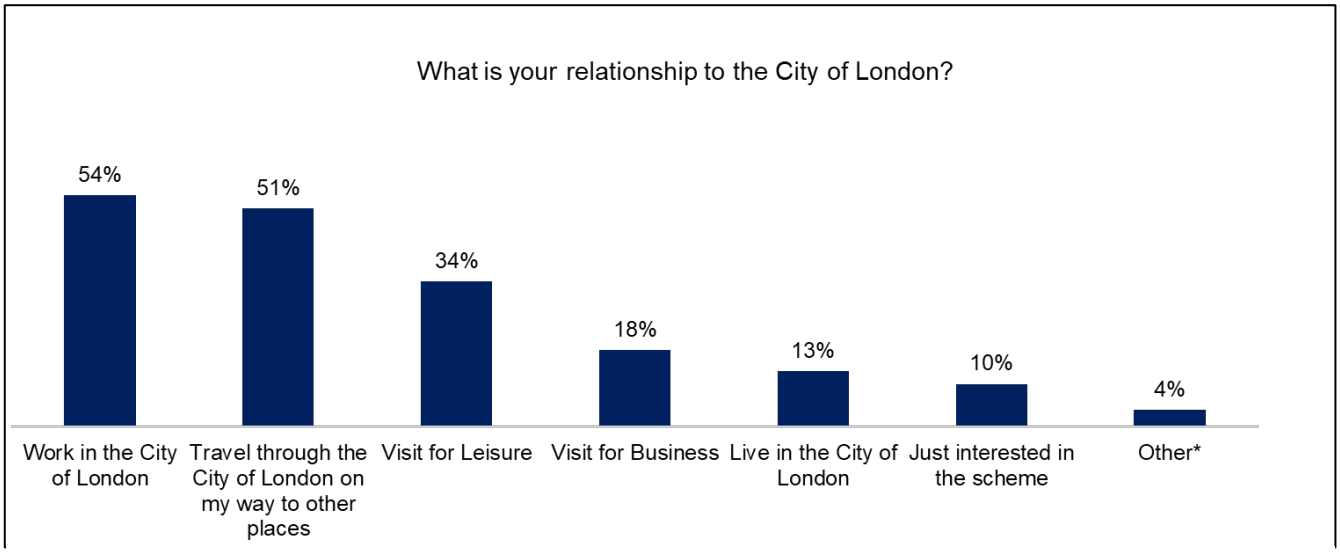

Figure 30 - Relationship to Area, Consultation Data

Additional engagement

Focus Groups Consultation Review by Transport for All (May-June 2025)

The City of London worked with Transport for All to gather the views of Disabled People and external stakeholders through focus groups. Below is a summary of the method used and the highlights from their findings. Please see TfA's reports for full details and recommendations from this piece of engagement.

Focus Groups with Disabled People

Transport for All consulted with 10 people (both online and in person) with lived experience of disability, who reviewed the cycleway from a variety of perspectives, taking a pan-disability approach, to understand the intersectional and diverse impacts. Looking through the plans and illustrations, they discussed current and potential barriers in relation to the proposed cycleway between Aldgate and Blackfriars, with their lived experience at the centre of the conversations.

Focus Groups with External Stakeholders

Transport for All liaised with key contacts at the City River Partnership and the London Cycling Campaign area representative, to facilitate a focus group and receive additional feedback on the consultation for the cycleway from Aldgate to Blackfriars, ensuring that different perspectives are considered.

Shared feedback across all focus groups:

1. Wayfinding and Visual Design

Participants across both groups identified consistent and accessible wayfinding as a priority. This includes the use of high colour contrast, uniform signage, and visual cues to help all users, particularly those with visual impairments or cognitive processing differences, to navigate safely. Both groups stressed that sudden layout changes or poorly marked transitions within the cycling infrastructure can be disorienting or dangerous.

2. Shared Space and Safety Concerns

There was a strong consensus that shared 'pedestrian–cyclist' areas are problematic. Both sets of contributors described these spaces as unsafe, particularly for disabled users who may need more space, time, or clearer boundaries to move safely. Due to this, all participants strongly agreed with the need to install physical barriers to segregate the cycleway from the pathway. The speed of people cycling, lack of awareness of disabled people crossing, and general unpredictability in these areas were also common concerns.

3. Support for Bus Stop Bypasses

Both the lived experience participants and stakeholders supported the continued use of bus stop bypasses. These were seen as an effective way to keep people cycling out of direct conflict with buses and heavy traffic while also maintaining a smoother flow of movement for all users. There was agreement that these features encourage broader participation in cycling, particularly among people who might otherwise be deterred by safety concerns. The only difference being the accessibility of safety for disabled pedestrians when crossing over the cycle track to/from the bus stop island.

4. Importance of Public Awareness Campaigns

Each group acknowledged that infrastructure alone cannot ensure safety or accessibility; public behaviour and understanding also play critical roles. Both groups supported the idea of awareness campaigns to educate people cycling, pedestrians, and other road users about respectful and lawful conduct, especially in shared spaces and areas of transition. There was also support for clarifying who is permitted to use cycleways, such as mobility scooters or adapted cycles.

Joint Recommendations

Both groups advocate for segregated cycleways with physical separation from pedestrians and traffic to reduce risk and confusion. They support the use of strong colour contrast, tactile wayfinding features, and consistent signage across the route. Both groups call for improved safety features at junctions and crossings, including dropped kerbs, countdown timers, and audible signals.

There is also mutual support for enforcing responsible behaviour among road users, particularly regarding e-bike use and obstructive cycle parking. Importantly, both lived experience participants and stakeholders agree that truly inclusive design must consider not just infrastructure, but also public education, maintenance, and long-

term policy coordination. These aligned goals provide a robust foundation for moving forward with the cycleway in a way that works for all.

Transport for All's Accessibility Design Review

Please see TfA's full report to read the details of their Accessibility Design Review. Here are the prioritised recommendations from that review:

To align the cycleway infrastructure with inclusive design standards and best practice, the following prioritised recommendations are proposed:

1. **Maintain a minimum 2m unobstructed footway** on all pavements.
    i. Inclusive Mobility, BS 8300.
2. **Ensure all pedestrian crossings include:**
    a. Tactile paving.
    b. Dropped kerbs.
    c. Audible signals.
    d. Adequate crossing times for slow-moving pedestrians.
        i. Inclusive Mobility, Highway Code, BS 8300.
3. **Clearly separate cycle and pedestrian areas** at bus stop bypasses using tactile delineators and surface contrast.
        i. BS 8300, Inclusive Mobility, LTN 1/20.
4. **Introduce accessible wayfinding and rest features**, including:
    a. Tactile or audio signage.
    b. Regular seating.
    c. Tactile maps and / or floor guides.
        i. Inclusive Mobility, BS 8300.
5. **Audit relocated coach bays** to ensure they do not obstruct pedestrian routes or reduce visibility at crossings.
        i. BS 8300.
6. **Ensure cycleways accommodate Class 2 and Class 3 mobility scooters and wheelchairs**, including:
    a. Appropriate surface width and quality.
    b. Step-free access.
    c. Safe transitions and gradients.
        i. Highway Code, Inclusive Mobility.

7. **Implement additional best practice accessibility features**:
    a. High-contrast markings and non-slip surfaces.
    b. Shadow-free lighting.
    c. Consistent design elements across the route.
    d. Visibility enhancements (e.g. colour-contrasted cycle racks and bollards).
        i. BS 8300, LTN 1/20, Inclusive Mobility.

These recommendations are important to ensure the proposed plans meet the accessibility, safety, and inclusivity standards in the UK and best practice guidance. These will also promote inclusive, sustainable and active transport, upholding equity and safety for all.

Transport for All's work is rooted in the Social Model of Disability, understanding that the design of the environment can create barriers that prevent Disabled people to fully access and participate in society.

Members' Briefing 18 June 2025

On the 18 June a Members' briefing and site visit took place to specifically to discuss the issue of the bus stop bypasses contained within the design of this scheme proposal. Those groups who attended and contributed this meeting were:

- London Cycling Campaign (LCC)
- Living Streets
- NFBUK
- RNIB
- Wheels for Wellbeing
- Guide Dogs (not in attendance but sent a briefing paper in advance)

Below is a summary of key points made by those in attendance:

LCC – Simon Munk, Head of campaigns and community development made the following points

- The City's Transport Strategy is very progressive and the LCC are very supportive of it. It shows that the City care about road danger and mobility.
- The LCC want inclusive mobility and want people to be able to get around safely. They support concerns being dealt with carefully and with sensitivity and evidence based. LCC want to ensure that the designs are made as safe as they can be.
- They want the Committee to consider other street elements and how they all fit together. LCC stated that the roads here are really complicated. This discussion risks missing the bigger picture of inclusive mobility.
- LCC referenced the evidence relating to bus stop bypasses and how safe they are. The LCC supported Bank junction – even though this is not a perfect scheme. It has increased safety and reduced road danger. LCC wants the designs to improve where they can and wants the scheme to continue.

- Alternatives to bypasses are not great. They do not want delay. LCC stated that the key focus should be safety and how conditions can be improved inclusively. Cycle tracks are a necessity, especially at bus stops to reduce conflict between people cycling and buses.
- Evidence was cited that the introduction of facilities increases the diversity of people cycling including race, religion, women, children and disabled users. The LCC stated that they want to find common ground and to tackle the issue of road danger and unnecessary car use.

Living Streets – Sam Wakeling made the following points.

- They want better conditions especially for people walking and people walking with mobility aids and those wheeling.
- Living Streets carried out a government funded study on bypasses over the last 3 years. They spoke to lots of designers in the UK as well as internationally. They carried out detailed observations of a number of sites (10) to see how they currently work. It was clear from this that for those who are visually impaired there was a difficulty in crossing the cycle track to get to the bus stop island (and vice versa) and that will always be the case. They did not find any alternative design where there are heavy flows of traffic and being able to protect people cycling.
- Living Streets acknowledge that bus stop bypasses have issues but they are necessary for cycle safety. They would recommend that full traffic lights are used sparingly.
- Living Streets saw bus stop bypasses in the context of the level of accessibility on the streets, which was often poor. Living Streets think it is important to continually improve the design and recommend to have signalised crossings on the busiest ones only. Their study found no cycling on the pavements at these bus stop bypass sites as there was adequate provision.
- Living Streets' advice to Committee Members is that this is necessary and should focus on leading the process of designing the mitigations.

NFBUK – Sarah Grayton made the following points.

- Blind people have limited mobility options, but they can catch the bus independently and need a lot of training to do this, either with a cane or a guide dog. This is why bus travel is so important to this group. They can't hear people cycling over the traffic.
- NFBUK noted that there has been an explosion of micromobility, e.g. Lime bikes. This morning, they witnessed a person jumping back as an e-scooter went towards them.
- NFBUK stated that Blind people are being ignored and they see this as discrimination. They stated that there is evidence of problems of this design feature in Denmark.
- They want LTN1/20 to be rewritten as it is not working. NFBUK say that designs like this are taking away the ability to travel independently for some blind people. NFBUK also warned against two-way cycle lanes and referred to

Professor Nick Tyler's research. They stated that there is a risk that schemes will not be fit for purpose.

- They want the cycleway scheme to be paused and more engagement with disability groups. They want people cycling to slow down. They quoted the UN convention on the rights for disabled people as well as the Equality Act. They want a halt on the delivery of bus stop bypasses. A lot of their members used to cycle. They feel like they have been ignored for 10 years.
- NFBUK state that visually impaired people can get disoriented on a large bus stop island. NFBUK do not want cycle routes on busy bus routes, they want alternative routes.

RNIB – Mike Wordingham made the following points.

- Last month RNIB produced their All Aboard publication. Bus stop bypasses create several challenges for those who are visually impaired – they have to locate the cycle track, ascertain if the crossing is clear and then safely cross the track.
- Bus stop bypasses have severe effects on those who want to travel by bus. RNIB have carried out a survey and 87% of those who encountered this design feature say that it was harder to reach the bus stop. Some make fewer journeys or altered journeys. 14% no longer go out because of this. RNIB state that the stress can be severe and long lasting.
- They urge the delivery of bus stop bypasses to be paused until there is full consultation and a design solution that works for everyone. Sam Fothergill – Lawyer for RNIB spoke with regards to the EqIA and quoted that the public sector equality duty needs to have due regard to promote equality and not to discriminate, disadvantage needs to be anticipated and eliminated.

Wheels for Wellbeing (WfW) – Kate Ball made the following points.

- WfW are a pan impairment charity based in London. WfW stated that there are lots of barriers to accessing buses and they are essential for some people. However, some people have to use cycles and class 3 mobility aids and cannot use the bus. WfW stated that there are substantive rights under the Equality Act in both categories. A balance needs to be struck and there is a need for routes that work for everyone.
- Cycle provision enables some disabled people to make journeys that are currently excluded from all modes. The national situation is very different from the City of London. Many bus stop bypasses nationally don't meet current guidance. People need the means to detect cycle lanes, they need improved sightlines and better surfaces in all weathers.
- WfW would support wider area treatments and reduction in street clutter, as well as education campaigns for safer cycling. There is a need to make sure delivery riders are safe and don't use unsafe devices (APG report). A moratorium on bus stop bypasses will prevent people cycling from being safe. WfW don't want to prevent this. They want bus stop by passes to be delivered with mitigation. Crossings are needed at busy locations and detectors are

needed for those who are visually impaired as well as for neurodivergent people.

- WfW state that current cycling conditions are dangerous as there is no provision for inclusive cycling – it is not safe to share space with an HGV. WfW referred to their hierarchy of design options and stated that bus stop bypasses should be used for inclusive cycling.

Please refer to the EQIA guidance when completing this form

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.**

Following the consultation and further engagement that took place with representative groups and Committee Members it is considered that refinements to the bus stop bypass design could be made.

These could include further investigation into how the designs can be improved. At the Bus Stop Bypass Members Briefing on 18th June 2025 the following were suggested as design mitigations for the bus stop bypasses in this proposal:

- Noise indicators to alert those who are blind or visually impaired of an approaching person cycling (although this will be difficult if in close proximity to other crossings with audible noises).
- Belisha beacons on the zebra crossings over the cycle track behind the bus stops.
- Cameras to detect presence of people cycling and to alert those who are visually impaired and wishing to cross.
- Investigate signalised crossings for people cycling instead of zebra crossings.
- Investigate design solutions to assist visually impaired people to find the crossing point.
- Investigate the crossing design to encourage considerate cycling.

Reference was made to the trials in Greater Manchester as well as orientation training for those who are visually impaired.

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.

Monitoring and Review Plan

- Road Safety Audit – Stage 3 (0-3 months post completion)
  To ensure the delivered infrastructure is as safe as practically possible for all users.

  Any issues identified are considered and actioned appropriately

- Stakeholder engagement feedback (at 6 months post completion)
  Receive stakeholders' comments on the scheme now in operation
  Carefully consider comments and actioned appropriately

- Monitoring study (at 6 months post completion)
  Collect data to provide an evidence based approach to the scheme review
  Draw out scheme conclusions

- Review EQIA (6-12 months post completion)
  Include new data and engagement feedback into EQIA
  Update the EQIA where required

- Committee Outcome Report (6-12 months post completion)
  Assess scheme delivery & outcomes
  Key conclusions
  Assessment of risks & issues
  Benefits realised
  Improvement reflections

Please refer to the EQIA guidance when completing this form

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

Outcome

Proceed with the delivery of the cycleway scheme, as the identified negative impacts are not considered unlawful discrimination and can be objectively justified. However, refinements to the proposal will be investigated where possible to remove or minimise potential negative impacts. Post-delivery monitoring will continue, and where appropriate and feasible, further mitigation measures will be considered.

Sign off

1. Lead Officer of the EQIA
2. Author completing EQIA

Name	Albert Cheung	Linda Kulahcigil
Job Title	Street Space Engineer	Principal Transport Planner - NRP
Date	18/08/25	18/08/25
Signature	Albert Cheung	Linda Kulahcigil

3. Line Manager

Name	Sam Lee
Job Title	Head of Street Space Planning
Date	26/08/2025
Signature	Sam Lee

4. Senior Manager or Chief Officer

Name	Bruce McVean
Job Title	Assistant Director – Policy & Projects
Date	28/08/2025
Signature	Bruce McVean

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