



## 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](mailto:CSPT.EDI@cityoflondon.gov.uk)

### **Section 1: To be completed by all**

<b>Proposal Title</b>	Fann Street Enhancement
<b>Details of the lead officer completing the Assessment/ Role responsible for the completion of the EQIA</b>	Ben Bishop, Environmental Resilience Officer
<b>Department Responsible:</b>	Environment
<b>Who has been involved in creating the EQIA:</b> (please summarise/list stakeholders you have engaged with and how)	Internal officers - Design consultation at each Gateway stage.  Residents forum - In person design consultation - Digital consultation platform
<b>Date of Initial assessment:</b>	26/09/2024
<b>Dates of review (as applicable)</b>	02/10/2025

## 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

### Fann Street Enhancement

Removal of hardstanding and existing concrete planters for the construction of three new connected and raised planting beds with integrated permeable paving. The project aims to increase greening to trial climate resilience measures and enhance biodiversity. The project proposed seeks to develop a woodland edge style planting scheme with species-rich perennial planting, integrating a range of measures for biodiversity including invertebrate nesting habitat. The project will also review opportunities to include small shrubs to create eco-tones to enhance ecological value. The proposed beds will be open to the ground and raised by 300mm utilising a range of climate resilient soils, substrates and mulches. Permeable paving will be infiltrate surface water for existing and new greening. The project has been co-designed with the local community, taking into account their aspirations and concerns, and has reached a viable design. This project is not a Sustainable Drainage System (SuDS).

The proposed scheme will improve accessibility. Currently there is a series of 12 concrete planters though-out the public walkway which provide no clear route. The proposed designs have been developed to create defined walkways and retain a minimum of 2000mm for accessibility. This was done through undertaking a pedestrian flow analysis. Seating has been included to replace the existing seating.

The soft landscaping proposed for Fann Street will significantly enhance the area by creating a more inclusive, accessible, and greener public space. The introduction of flower-rich planting and permeable surfaces both improves environmental quality and contributes to a calming and visually appealing setting, which benefits mental wellbeing. Level access and seating with armrests will support older adults, disabled individuals, and those with mobility challenges, while the open, less cluttered design ensures ease of movement for carers, parents with children, and people using mobility aids. These improvements reflect a commitment to equity and inclusion in the public realm.

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.

<b>Protected characteristic</b>	<b>Positive impact</b>	<b>Negative impact</b>	<b>No impact</b>	<b>Summary</b>
Age	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Level surfaces and inclusive seating support older adults and those with mobility challenges.
Disability	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Accessible design includes level surfaces and seating with armrests, improving usability for disabled people.
Gender Reassignment	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
Marriage and Civil Partnership	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
Pregnancy and Maternity	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Seating and accessible pathways support those who may need rest or mobility support.
Race	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
Religion or Belief	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
Sex	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
Sexual Orientation	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
Additional groups				

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Socio-economic	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Improved public realm benefits all residents and visitors, regardless of income.
Care leavers	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
Carers and parents	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Inclusive seating and step-free access support mobility needs.
Veterans	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	

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### 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)

The project has extensively engaged internal and external stakeholders to ensure the design and implementation stages have considered the relevant factors that could impact protected characteristics and additional groups. This consultation will continue through to the project completion.

#### 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.

Outcome a: the Fann Street project identifies several positive impacts across protected and additional groups. The proposal enhances accessibility through step-free, level pathways and inclusive seating, benefiting older adults, disabled individuals, parents and carers. The introduction of soft landscaping and flower-rich planting improves environmental quality and supports mental wellbeing, including for those from socio-economically disadvantaged backgrounds.

No negative impacts have been identified, and extensive stakeholder engagement has informed the inclusive design and therefore no changes are required following the Test of Relevance.

## 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.

<b>Impact</b>	<b>Monitoring method</b>	<b>Timeline</b>
<b>Accessibility</b> Step-free access and inclusive seating improve usability for disabled people, older adults, and carers.	Inspection procedures including upkeep of the public highway.	As applicable.
<b>Environmental</b> Soft and permeable landscaping increases climate resilience and supports pollinators and enhances ecological value.	Project review cycle and landscaping maintenance.	Seasonal site reviews and general maintenance regime set by maintenance provider.
<b>Public Realm</b> Improved visual appeal and comfort for all users, especially those from socio-economically disadvantaged backgrounds.	Stakeholder feedback and observational studies.	Within 12 to 24 months of project implementation
<b>Wellbeing</b> Calming green space contributes to wellbeing across protected groups.	Qualitative feedback from community engagement and wellbeing surveys.	Within 12 to 24 months of project implementation.

**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


This Test of Relevance completed for the Fann Street Enhancement project identifies several positive impacts across protected and additional groups. The proposal enhances accessibility through step-free, level pathways and inclusive seating, benefiting older adults, disabled individuals, and carers. The introduction of soft landscaping and flower-rich planting improves environmental quality and supports mental wellbeing, including for those from socio-economically disadvantaged backgrounds.

No negative impacts have been identified, and extensive stakeholder engagement has informed the inclusive design and therefore no changes are required following the Test of Relevance.

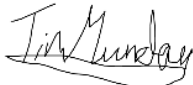
Monitoring will be carried out post-implementation to ensure these benefits are sustained and adjustments made if needed.

**Sign off**

1. Officer completing the EQIA

<b>Name</b>	Ben Bishop
<b>Job Title</b>	Environmental Resilience Officer
<b>Date</b>	02/10/2025
<b>Signature</b>	

2. Line Manager

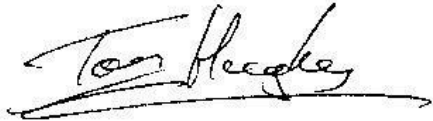
<b>Name</b>	Tim Munday
<b>Job Title</b>	Lead Environmental Resilience Officer
<b>Date</b>	02/10/2025
<b>Signature</b>	

3. Senior Manager or Chief Officer

<b>Name</b>	Ian Hughes
<b>Job Title</b>	City Operations Director
<b>Date</b>	19/11/2025



**Please refer to the EQIA guidance when completing this form**

<b>Signature</b>	
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**Once this form has been signed off, please send a copy of the form to the EDI Team: [CSPT.EDI@cityoflondon.gov.uk](mailto:CSPT.EDI@cityoflondon.gov.uk)**