Equality Impact Assessment Form

Section 1:

Proposal Title	Transforming Fleet Street
Details of the lead officer completing the Assessment/ Role responsible for the completion of the EQIA	Maria Curro, Project Manager, Policy & Projects, City Operations, City of London Corporation Andrea Larice, Senior Transport Planner, Policy & Projects, City Operations, City of London Corporation
Department Responsible:	Environment
Who has been involved in creating the EQIA: (please summarise/list stakeholders you have engaged with and how)	Transport Strategy Team were consulted on this EqIA to gather insights on accessibility and inclusion, ensuring that diverse needs are fully considered in our approach. WSP has been commissioned to develop the Transforming Fleet Street EQIA. Lead WSP officers: • Marie Gallagher, EQIA Specialist at WSP • Wiktoria Niznik, EQIA Specialist at WSP
Date of Initial assessment:	20/10/2025
Dates of review (as applicable)	Spring 2026

Please refer to the EQIA guidance when completing this form

1.PROPOSAL OVERVIEW

Fleet Street, once the global epicentre of newspaper publishing, has evolved into a vibrant mixed-use district blending offices, retail, leisure, and public realm improvements that reflect the changing ways people live, work, and move through the City.

As a result, Fleet Street consists of mixed land uses, with a varied demographic of people using the space. Users include residents, people working in or commuting through the area, as well as tourists and others visiting for business or leisure.

The existing conditions along Fleet Street prioritise vehicle movements, with high motor vehicle volumes and narrow footways. There is limited infrastructure provision for cyclists, and the public realm is in some places inaccessible and unappealing due to footway clutter, poor crossing point provision, and a lack of seating and greening.

Recognising these challenges, efforts are now underway to reimagine Fleet Street as a more inclusive and people-focused environment.

The City of London Corporation (City Corporation) has identified an opportunity to upgrade and enhance the section of Fleet Street between Chancery Lane and Ludgate Circus. The Transforming Fleet Street project forms a key part of the Fleet Street Area Healthy Streets Plan[1] which aims to redesign streets and manage access to make the streets more accessible, engaging and safe for people to walk, cycle and spend time in.

The project is being funded through the City Corporation CIL £9 million investment in public realm upgrades, aiming to prioritise walking and wheeling, add seating, and boost greenery. This initiative builds on momentum from nearby developments and anticipates 33,000 new workers over five years. With 34 development schemes delivering 5.5 million sq. ft of office, retail, and leisure space by 2028, the transformation includes landmark projects like Salisbury Square's new courts and police HQ, and major refurbishments at 120 and 65 Fleet Street.

In developing the EQIA for the project, the following has been reviewed:

- 2 options for highway designs, as developed by City Corporation, Transport for London (TfL) and Norman Rourke Pryme (NRP)
- Healthy Streets Assessments (HSAs) for the Transforming Fleet Street project of the existing and proposed layout
- CoLSAT assessments for the Transforming Fleet Street project of the existing and proposed layout

The City of London Street Accessibility Tool (CoLSAT) was developed through extensive engagement with disabled people to reflect their lived experiences in street design.[2] By modelling how features such as kerbs, crossings, and tactile paving affect different user groups, CoLSAT ensures that decisions are informed by real-

[1] https://www.cityoflondon.gov.uk/services/streets/traffic-schemes-and-proposals/fleet-street-area-healthy-streets-plan

[2] City of London Street Accessibility Tool - City of London

world challenges and priorities, helping create streets that support inclusion and independence.

Proposed Works: Highway Design

The project is currently in the early stages of design, and two proposed highway options have been developed by the City Corporation and TfL for the highway design. Whilst there are several crossovers, the options propose different highway layouts for vehicles, people who walk and wheel and people who cycle.

The main difference between the two options is that Option 1 proposes access changes for eastbound vehicles at the Fleet Street junction with Fetter Lane and along Fetter Lane, as well as a westbound cycle lane for a section of carriageway between Salisbury Court and Whitefriars Street. In addition to this, Option 1 proposes the removal of the bus lane. Option 2 retains the existing bus lane and does not introduce the traffic restrictions.

The two options are summarised in Table 1. The drawings can be found in Appendix 4 of the main report.

Table 1: Transforming Fleet Street, Proposed Highway Option 1 and Option 2

Description	Option 1	Option 2
Overall scheme	Remove bus lane; maximum footway widening; westbound cycle lane; eastbound motor vehicle restriction.	Retain bus lane; footway widening;
Pedestrian amenity	1.5-2m of footway widening each side for majority of Fleet Street. Reduced crossing distance over Fleet Street. New pedestrian crossing at Shoe Lane.	1-1.5m of footway widening each side for majority of Fleet Street. Reduced crossing distance over Fleet Street. New pedestrian crossing at Shoe Lane.
Cycle amenity	No eastbound cycle lane provided but eastbound motor vehicle restriction will be in place. Cycle gate on eastbound approach to Fetter Lane. New westbound cycle lane. Opportunity for new cycle parking.	No new cycle lanes provided but cycles can continue to use eastbound bus lane. Cycle gate on eastbound approach to Fetter Lane. Opportunity for new cycle parking.

Description	Option 1	Option 2
Public transport	No significant change to bus journey times. Bus lane removed with eastbound motor vehicle restriction in place. Bus shelters on widened footway.	No significant change to bus journey times, and retention of bus lane.
Public realm	Significant opportunity for greening and seating.	Some opportunity for greening and seating.
Kerbside provision	Opportunity for loading pads that would not encroach on existing footway space.	Opportunity for loading pads that would encroach on existing footway space.
General traffic	Restriction for general traffic eastbound on Fleet Street with reassignment to/from Fetter Lane.	No significant impact to general traffic.

Conclusion

The City Corporation's commitment to improving the public realm, prioritising walking accessibility and encouraging active travel, highlights the importance of ensuring that the proposal aligns with broader goals of creating inclusive and accessible streets.

Overall, the proposed changes to Fleet Street are anticipated to positively impact all users, particularly older people, young people and disabled people. Changes to the footway width, cycle facilities, and overall highway layout changes, along with new planting and additional seating, are expected to contribute to cultivating a diverse and inclusive environment for people living, working, studying and visiting the City.

The following section identifies the potential negative impacts of the proposed designs, which may disproportionately impact certain users because of their protected characteristics (PCs).

Potential negative impacts of the Transforming Fleet Street project include:

- The proposed removal of the bus lane in Option 1 may increase bus journey times, which may disproportionately impact users across the protected characteristics groups, who are more likely to rely on buses as their primary mode of travel. Longer and less reliable journeys may reduce accessibility to nearby facilities.
- The proposed vehicle traffic restrictions in Option 1 may increase general journey times for those impacted by the restrictions. This may disproportionately impact users across the protected characteristics groups, who may rely on taxis, private hire or private vehicles as their primacy mode of travel. It is important to note that access will be retained.

- The proposed improvements to cycle facilities offer a limited level of protection and may not be enough to make cycling feel safe or appealing and may not increase uptake among the protected characteristic groups.
- The proposed addition of loading bays at various locations along the footway could pose a road safety issue as motor vehicles will be level with pedestrians. Disabled or older users who are more likely to have visual impairments or young children who do not understand the distinction may be less aware that the footway transitions into a parking bay, posing a safety risk.

The Transforming Fleet Street Project Team will implement the following measures to appropriately assess, mitigate and address potential impacts:

- Work with TfL to understand impacts on the proposed highway traffic restrictions on PCs, including potential delays to bus journey times and general traffic
- Work with and review the design of the project with various City Corporation teams and consultees to understand project designs, such as proposed cycle design and accessibility constraints to maximise the positive impacts of the project
- Engage with the local community and stakeholders more widely during the next phase of engagement and consultation to further understand the existing conditions, constraints and opportunities, with a focus on PCs

Officers recommend that this EQIA be updated again following stakeholder consultation and highway modelling verification, in Spring 2026.

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Section 2: To be completed for a full EQIA

2. EVIDENCE AND IMPACT ANALYSIS

Who is affected by the Proposal?

The proposed scheme is located in the City of London, extending along Fleet Street between the junctions with Chancery Lane and Ludgate Circus. The City is a key commercial district, home to the capital's primary business district, as well as a variety of educational and cultural institutions and residential buildings.

The City is dominated by businesses, with a residential population that is significantly lower than other London boroughs. Given the central London location, other key users include those visiting the area for work, tourism and leisure.

a) Age

Evidence

The Office for National Statistics (ONS) 2021[3] population statistics for the City of London states a total population of 8,580 for the borough. The age breakdowns for the City of London and London are detailed in Table 2 below:

Table 2: Age Breakdown for City of London and London (Source: ONS Census Data 2021)

Age	City of London (%)	Greater London (%)
Total: All residents	100.0	100.0
Aged 4 years and under	2.5	6.0
Aged 5 to 9 years	1.9	6.0
Aged 10 to 15 years	2.4	7.2
Aged 16 to 19 years	2.1	4.4
Aged 20 to 24 years	11.2	6.7
Aged 25 to 34 years	25.8	18.1
Aged 35 to 49 years	21.2	22.7
Aged 50 to 64 years	18.8	16.9
Aged 65 to 74 years	8.3	6.5
Aged 75 to 84 years	4.4	3.8
Aged 85 years and over	1.4	1.6

The figures above illustrate that the City of London is made up of the following:

- Fewer people under the age of 15 (6.8%) compared to Greater London (19.2%)
- Slightly higher percentage of people aged 16 to 24 years and 65 years and over, when compared to Greater London.
- Percentage of people aged 25 to 64 years is similar between the City of London and Greater London region.

[3] https://www.nomisweb.co.uk/sources/census_2021_bulk

Table 3: Workforce Age Structure, City of London and Greater London 2011 (Source: City of London Workforce CENSUS 2011- Analysis by Age and Occupation)[4]

Age Band	City of London		Greater London	
	Actual	%	Actual	%
16 - 19	2,521	1	81,959	2
20 - 24	26,806	8	387,569	9
25 - 29	67,481	19	685,431	15
30 - 34	70,450	20	697,643	16
35 - 39	56,574	16	591,814	13
40 - 44	45,902	13	548,352	12
45 - 49	35,964	10	507,549	11
50 - 54	24,541	7	405,451	9
55 - 59	14,941	4	295,937	7
60 - 64	8,293	2	196,176	4
65 - 69	2,370	1	73,115	2
70 - 74	863	0	29,485	1
Total	356,706	100	4,500,481	100

Table 2 shows the age breakdown of the workforce of the City of London compared to Greater London. Key points include the following:

- The 25-34 age group accounts for 39% of the City of London workforce, compared to 31% of the Greater London workforce
- The 35-49 age group comprises 39% of the workforce in the City of London but slightly less of the Greater London workforce at 36%
- Percentage of the workforce in the City of London aged 50 years and above (14%) is lower than the percentage for Greater London (23%), showing that the City of London has a smaller proportion of older professionals

Data from Census 2021 shows that the workforce in the City of London is significantly younger than the rest of the country, with 61% of workers aged between 22 and 39[5] compared to just 40% in England and Wales.

Research by TfL has found that walking is the most frequently used mode of transport by older Londoners aged 65 and over, with 87% walking at least once a week, and 65% travelling by bus at least once a week[6]. Similarly, walking is the most used mode of transport by younger Londoners, with 97% aged 24 and under walking at least once a week.

[4] The City of London Corporation are investigating alternative data sources for worker demographics within the Square Mile.
[5] https://www.cityoflondon.gov.uk/assets/Business/city-stats-factsheet-2023.pdf
[6] https://content.tfl.gov.uk/travel-in-london-understanding-our-diverse-communities-2019.pdf

It is important to acknowledge the intersectionality between age and disability. Research undertaken by Age UK shows that 52% of those aged 65 and over are disabled compared with only 9% under 64[7].

Sensitive Receptors

With regards to sensitive receptors relevant to age, there are several healthcare facilities located within the project area which may be used by elderly populations:

- Fleet Street Clinic – within scheme extents along Fleet Street
- Geno Health Clinic - within scheme extents along Fleet Street
- Bupa Health Centre Chancery Lane – 50 meters north of the site
- Boots Pharmacy – 100 meters south of the site
- Superdrug Pharmacy – 150 meters south of the site
- Doctor Care Anywhere – 150 meters south of the site
- St Philips Medical Centre – 300 meters west of the site
- Central Health Physiotherapy Chancery Lane – 350 meters north of the site

There is an educational facility within proximity to the project area that is expected to be used by people within this Protected Characteristic:

- Gresham College – 400 meters north of the site

The planning applications for student accommodation at 65 Fleet Street[8] has been approved by City Committees, providing space for 850 student rooms.

Impact

Positive

Both highway design options propose substantial footway widening and upgrades which brings several key benefits for this protected characteristic group. This is particularly important given older and young users undertake the highest proportion of their trips by foot[9]. These benefits include:

- *Renewed footways, removing trip hazards and uneven paving*: This is particularly beneficial for older and younger users, who are more at risk of trips and falls compared to other age groups. Smooth, even footways should also improve access for those travelling with young children in pushchairs, and older people with limited mobility and/or using mobility aids.
- *Increased capacity to accommodate greening and seating*: Additional widths afforded by road space reallocation may allow for the addition of greening and seating without compromising effective widths. This enables passage by those with limited mobility and/or mobility aid users, many of whom are older, as well as young people in pushchairs, without obstruction and risk of overspill into the carriageway. The addition of seating and greening also provides

[7] https://www.ageuk.org.uk/london/about-us/media-centre/facts-and-figures/
[8] https://news.cityoflondon.gov.uk/fleet-street-set-for-new-student-accommodation-and-cultural-attractions/
[9] https://content.tfl.gov.uk/travel-in-london-understanding-our-diverse-communities-2019.pdf

opportunities for rest and shade, which are important features for elderly people who are more likely to have limited mobility and/or stamina.

- *Improved crossing point provision*: Widening the footways also reduces crossing distance at crossing points, benefiting older people and younger people who are likely to require more time to cross due to limited mobility and relative speeds.

The widening of the pedestrian crossing between Bouverie Street and Whitefriars Street, along with the new pedestrian crossing along Fleet Street, to the east of Salisbury Court, will provide better crossing conditions for people walking and wheeling. This could improve road safety, especially for older people who may have limited mobility or using mobility aids by providing rational crossing points along the pedestrian desire line. This benefit is also likely to be felt by younger people who are more at risk of road danger than other groups and will therefore benefit from improved crossing provision. All crossing points should include appropriate dropped kerbs and tactile paving to ensure accessibility. When applying the City Corporation's approach to tactile paving, as set out in the Public Realm Toolkit[10], consideration must be given to its divergence from *DfT's Inclusive Mobility*[11] guidance, particularly the decision to replace red tactile paving at controlled crossings with Scoutmoor York stone, which provides a lower tonal contrast.

Optimising the carriageway layout through the relocation and removal of traffic islands, as well as the removal of a pedestrian refuge and the two police check islands, is expected to improve road safety for cyclists by reducing conflict points and improving visibility. These improvements are particularly valuable given the high proportion of commuters expected to use this route, offering significant benefits for those of working age and supporting more sustainable travel choices

Option 1 includes additional proposals of a westbound cycle lane as well as access changes along Fleet Street at the junction with Fetter Lane for eastbound vehicles. These measures are expected to deliver additional benefits for people cycling by reducing motor vehicle volumes and providing dedicated space for cycling. It is expected that this will improve the appeal of cycling and generate modal shift but also helps address safety barriers faced by some underrepresented groups. The improvements for cyclists may be particularly beneficial for older and young cyclists who may lack the confidence to cycle under the existing conditions.

<u>Negative</u>

The removal of the bus lane in Option 1 could increase bus journey times, which may disproportionately impact older and younger people who are more likely to rely on buses as their primary mode of travel. Longer and less reliable journeys may reduce accessibility to nearby facilities for these groups. In addition, changes to eastbound vehicle access and the introduction of a taxi/bus/cycle-only lane may require private car users to take longer diversion routes. This could lengthen journey

[10] https://www.cityoflondon.gov.uk/assets/Services-Environment/city-public-realm-toolkit-2024.pdf
[11] https://assets.publishing.service.gov.uk/media/61d32bb7d3bf7f1f72b5ffd2/inclusive-mobility-a-guide-to-best-practice-on-access-to-pedestrian-and-transport-infrastructure.pdf

times for those travelling to healthcare appointments, education, or other essential services. The potential impacts on journey times for both public transport and private vehicles are currently being explored and assessed as part of ongoing design development.

While there are improvements to cycle facilities, Option 2 offers a limited level of protection, which may not be enough to make cycling feel safe or appealing, particularly for children, families or older cyclists.

The addition of loading pads at various locations along the footway in both options could impact the safety as motor vehicles will be level with pedestrians. Older users who are more likely to have visual impairments or young children who do not understand the distinction, may be less aware that the footway transitions into a parking bay. It is recommended to consider that the surfacing used is a different material and colour to help pedestrians distinguish between the footway and the loading pad.

During the construction period, construction activity is likely to require substantial pedestrian diversions. There may be a risk of reduced accessibility for elderly users who are more likely to have limited mobility and require dropped kerbs during the construction period. The construction period may also impact the routes to and from nearby sensitive receptors.

b) Disability

Evidence

ONS disability and wellbeing 2021 analysis shows that disability can negatively affect wellbeing. The average wellbeing ratings for people aged 16 to 64 with a self-reported long-standing illness, condition or impairment which causes difficulty with day-day activities (between 2014 to 2021) showed lower scores for life satisfaction each year[12].

56.6% of people in the City of London described themselves as having ‘very good health’ (see Figure 1 below) and 0.7% reported as having ‘very bad health’ (Figure 2) and 2.4% as having ‘bad health’ (Figure 3)[13].

As shown in the figures below, compared to other London boroughs, the City of London has one of the highest proportions of people reporting to have ‘very good health’ and one of the lowest proportions of people reporting to have ‘bad’ and ‘very bad health’.

Figure 1: Percentage of People in the City of London with ‘Very good health’ (Source: Census Data 2021)

[12] https://www.ons.gov.uk/peoplepopulationandcommunity/healthandsocialcare/disability/datasets/disabilityanddwellbeing

[13] https://www.ons.gov.uk/peoplepopulationandcommunity/healthandsocialcare/healthandwellbeing/bulletins/disabilityenglandandwales/census2021

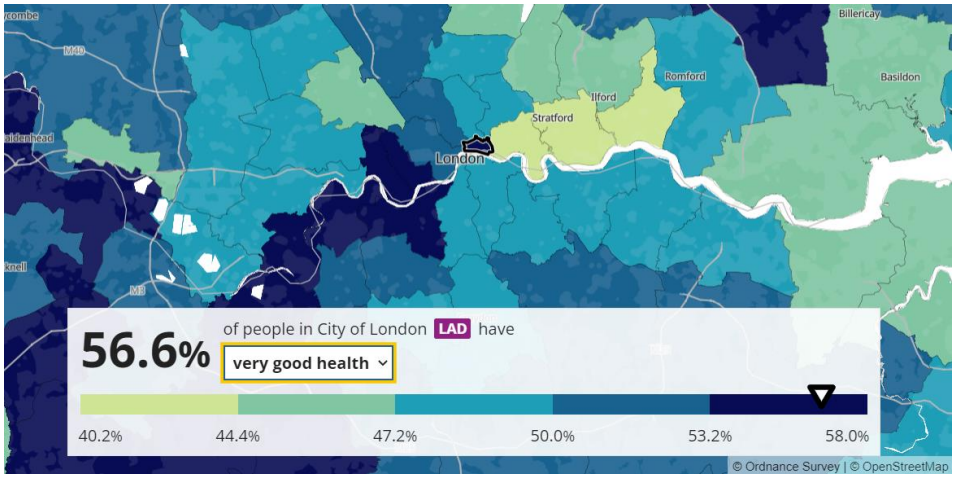


Figure 2: Percentage of People in the City of London with 'Very bad health' (Source: Census Data 2021)

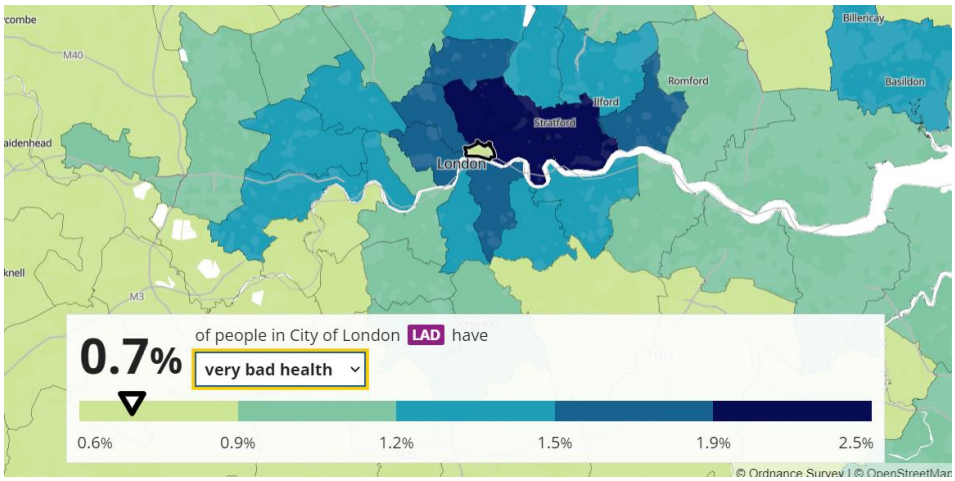


Figure 3: Percentage of People in the City of London with 'Bad health' (Source: Census Data 2021)

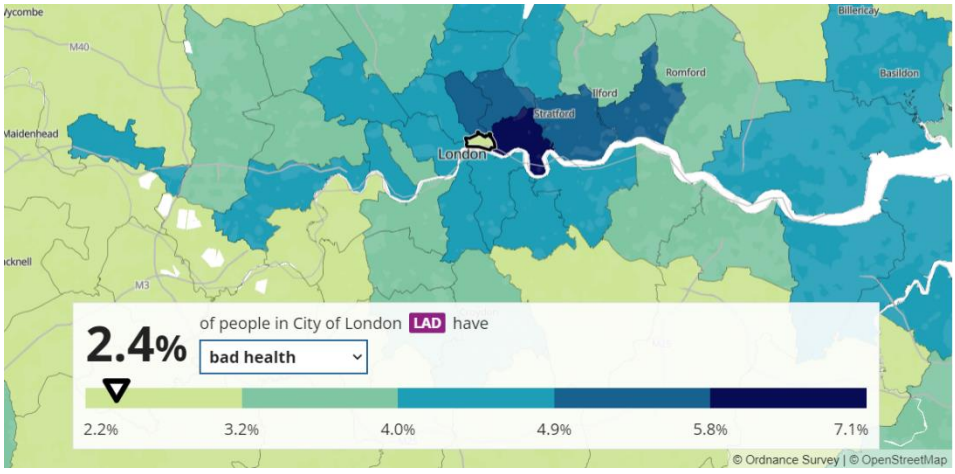
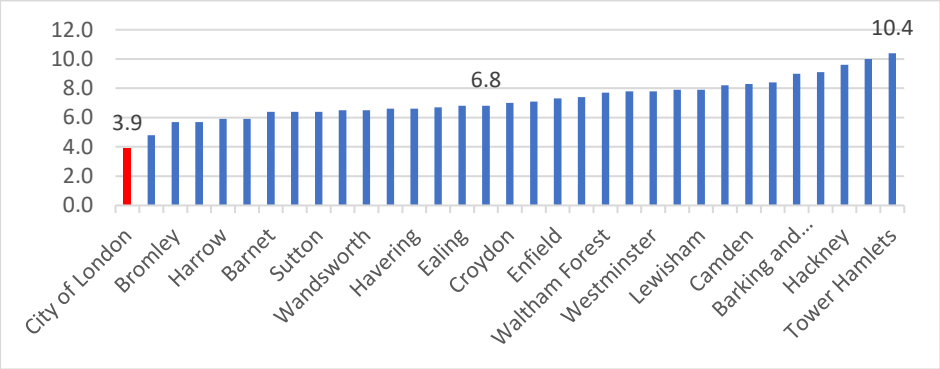


Figure 4 shows the percentage of the City of London residents who considered their day-to-day activities to be limited by disability or long-term illness compared to other

London boroughs. The City of London compared favourably, as it has the lowest percentage at 3.9%.

Figure 4: Disabled under the Equality Act: Day-to-day activities limited a lot (Source: Census Data 2021)



Public Health England statistics support the above trend, as they report the percentage of people with a limiting long-term illness or disability in the City of London is 11.8% compared to 17.7% for England, which is significantly better than the national average[14].

Within London more widely, 14% of Londoners currently consider themselves to have a disability that impacts their day-to-day activities. This is expected to rise to 17% by 2030[15]. Further to this, walking/wheeling is the main mode of travel for disabled Londoners, with 78% reporting they walk at least once a week.

This data should not be considered entirely representative for City of London as the people likely to be affected by the Transforming Fleet Street project may be visitors and commuters regularly travelling to the area, which is likely to be larger than that of the local population.

Given that the area is likely to be visited by individuals living outside of the City, it is important to note that approximately one in ten individuals are estimated to be neurodivergent in Greater London (equating to approximately 900,000), and one-tenth of those are possibly autistic[16]. Further to this, there are over 2 million people in the UK living with sight loss[17]. With these statistics in mind, it is therefore paramount that the construction of and design of the proposed works considers all users.

[14] https://www.localhealth.org.uk/#c=report&chapter=c05&report=r01&selgeo1=lalt_2021.E09000001&selgeo2=eng.E92000001

[15] https://www.ons.gov.uk/peoplepopulationandcommunity/healthandsocialcare/disability/articles/outcomesfordisabledpeopleintheuk/2021

[16] https://www.london.gov.uk/questions/2022/1716#:~:text=Andrew%20Boff%20AM%3A%20With%20approximately,900%2C000%20Londoners%20with%20neurodivergent%20conditions

[17] https://www.rnib.org.uk/professionals/health-social-care-education-professionals/knowledge-and-research-hub/key-information-and-statistics-on-sight-loss-in-the-uk/ (data is not available at a local scale)

Research by Transport for All[18] has identified some of the key barriers to active travel for those with disabilities, including:

- Pavements cluttered by obstacles are difficult for those with mobility impairments to navigate and can pose a hazard to those with visual impairments. They are also confusing and overwhelming for those who are neurodivergent.
- Pavements that are steep, uneven, or bumpy are difficult to traverse in a wheelchair and can be trip-hazards. Tree roots, cobblestones, and poorly laid paving stones all contribute to this.

These findings are echoed by DfT's Inclusive Mobility**Error! Bookmark not defined.** guide, whereby several barriers to navigating the pedestrian environment were identified, including obstacles, uneven surfaces, crossing the road, navigating slopes and ramps, and lack of confidence to travel. The guidance also underlines that good, inclusive design benefits all users, including those who have non-visible disabilities.

Research by the Walk Wheel Cycle Trust found that neurodiversity can have an extensive impact on active travel, ranging from travel choices to the experiences of the journey. Common impacts were found to include[19]:

- Inconsistent street design and poor wayfinding can make travel overwhelming and tiring
- Public spaces and travel environments can be inaccessible for those with hypersensitivities and balance and spatial awareness issues
- Personal safety concerns may be heightened because of fears around harassment, especially when intersecting with other identities such as gender reassignment, sexual orientation and ethnicity

The Wheels for Wellbeing Disability and Cycling Report[20] released in 2021 found that existing infrastructure and issues around parking and storage are the most common barriers that disabled cyclists face. The survey results cite accessible cycle infrastructure as the most important policy intervention that can enable and encourage cycling amongst disabled cyclists.

Sensitive Receptors

With regards to sensitive receptors relevant to disability, there are some healthcare facilities are located near to the site which may be used by people with a disability:

- Fleet Street Clinic – within scheme extents along Fleet Street
- Geno Health Clinic - within scheme extents along Fleet Street
- Bupa Health Centre Chancery Lane – 50 meters north of the site
- Boots Pharmacy – 100 meters south of the site
- Superdrug Pharmacy – 150 meters south of the site
- Doctor Care Anywhere – 150 meters south of the site

[18] https://www.transportforall.org.uk/campaigns-and-research/pave-the-way/
[19] https://www.sustrans.org.uk/our-blog/research/neurodivergence-and-active-travel-addressing-the-barriers/
[20] https://wheelsforwellbeing.org.uk/wp-content/uploads/2022/05/Disability-and-Cycling-Report-of-2021-national-survey-results.pdf

- St Philips Medical Centre – 300 meters west of the site
- Accordia Care – 300 meters north of the site
- Central Health Physiotherapy Chancery Lane – 350 meters north of the site

The Salisbury Square Development is underway to becoming the flagship destination for the City of London Law Courts amongst other purposes. This is expected to attract a range of users to the area.

Impact

Positive

Both highway design options propose substantial footway widening and upgrades which brings several key benefits for this protected characteristic group. This includes:

- *Renewed footways, removing trip hazards and uneven paving:* This is particularly beneficial for those with limited mobility and/or mobility aid users, as well as people with visual impairments, who are often at risk of trips and falls due to poor footway conditions.
- *Increased capacity to accommodate greening and seating:* Additional widths afforded by road space reallocation allows for the addition of greening and seating without compromising effective widths. This enables passage by those with limited mobility and/or mobility aid users without obstruction and risk of overspill into the carriageway. The addition of seating and greening also provides opportunities for rest and shade, which are important features for those with limited mobility and/or stamina.
- *Improved crossing point provision:* Widening the footways also reduces crossing distance at crossing points, benefiting those with limited mobility.

The widening of the pedestrian crossing between Bouverie Street and Whitefriars Street, along with the new pedestrian crossing along Fleet Street, to the east of Salisbury Court, should improve road safety for those with limited mobility or using mobility aids by providing rational crossing points along the pedestrian desire line. All crossing points should include appropriate dropped kerbs and tactile paving to ensure accessibility. When applying the City Corporation's approach to tactile paving, as set out in the Public Realm Toolkit[21], consideration must be given to its divergence from DfT's *Inclusive Mobility* guidance[22], particularly the decision to replace red tactile paving at controlled crossings with Scoutmoor York stone, which provides a lower tonal contrast for visually impaired users. Ensuring adequate contrast, texture and wayfinding cues will be essential to avoid creating barriers for people with mobility or visual impairments as designs progress. Rationalising the carriageway layout through the relocation of a traffic island, along with the removal of another traffic island, a pedestrian refuge, and the two policy check islands, is expected to benefit cyclists by offering improved comfort for cyclists in mixed traffic

[21] https://www.cityoflondon.gov.uk/assets/Services-Environment/city-public-realm-toolkit-2024.pdf
[22] https://assets.publishing.service.gov.uk/media/61d32bb7d3bf7f1f72b5ffd2/inclusive-mobility-a-guide-to-best-practice-on-access-to-pedestrian-and-transport-infrastructure.pdf

conditions. This may be more important for disabled cyclists, including those who are neurodiverse and those using adapted cycles. Providing a single-lane carriageway with good sight lines and adequate space for mixed traffic cycling may encourage cycling uptake amongst users of all abilities, including disabled people. The addition of a cycle gate for eastbound cyclists by the Fetter Lane junction will further improve road safety for cyclists.

Option 1 includes additional proposals of a westbound cycle lane as well as access changes along Fleet Street at the junction with Fetter Lane for eastbound vehicles. These would bring additional benefits for disabled cyclists, further improving the conditions for mixed traffic cycling, as there will be fewer vehicles on the road.

Negative

Disabled people are more likely to depend on buses for accessible and affordable travel[23]. The loss of the bus lane in Option 1 could make services slower and less reliable, making it more time-consuming to access employment, healthcare, and other essential services. This could disproportionately disadvantage disabled users who already face mobility challenges. Changes to the eastbound vehicle access through the introduction of a taxi/bus/cycle-only lane may also require some private hire and private vehicle users, including those who depend on door-to-door transport or mobility assistance, to take longer diversion routes. This can also increase the journey times and impact access to essential services. The potential effects on accessibility and journey reliability for disabled users are currently being explored and assessed as part of ongoing design development.

The addition of loading pads at various locations along the footway could pose a road safety issue as motor vehicles will be level with pedestrians. Pedestrians with visual impairments may not be aware that the loading bay is flush. It is recommended to consider that the surfacing used is a different material and colour to help pedestrians distinguish between the footway and the loading pad.

Disabled people who rely on adapted cycles, tricycles, or handcycle are especially vulnerable in mixed-traffic conditions. The limited cycle provisions within both proposed options may not encourage more disabled people to uptake of cycling, as safety concerns and accessibility challenges still remain.

During the construction period, construction activity is likely to require substantial pedestrian diversions, so there may be a risk of reduced accessibility for people with mobility issues and visual impairments during this period. Construction activities, including road closures and diversions, may be confusing and unsettling for people who are neurodiverse and/or visually impaired. The construction period may also impact the routes to and from nearby sensitive receptors.

c) Gender Reassignment

[23] https://assets.publishing.service.gov.uk/media/66b4f714ce1fd0da7b593558/dft-accessibility-and-inclusivity-of-bus-and-coach-travel.pdf

Evidence

With regards to gender reassignment, Census data from 2021 indicates that 0.4% of people aged 16 years and over in the City of London have a gender identity different from their sex registered at birth. This percentage is higher than the England average of 0.25%.

Within England, the region with the highest percentage who reported that their gender identify was different from their sex at birth was London at 0.91%.

Sensitive Receptors

There are no known sensitive receptors within 400m of the proposed scheme.

Impact

The overall improvements to the walking and cycling infrastructure and overall public realm upgrades are likely to be felt by all users, regardless of their gender reassignment. There is no clear evidence, data or rationale that the proposed works would have a disproportionate effect, positive or negative, on users because of this protected characteristic.

d) Marriage and Civil Partnership

Evidence

The Marriage and Civil Partnership profile for the City of London borough as reported in the 2021 Census is as follows:

- Single: 48.33%;
- Married: 35.1%;
- Divorced or formerly in a same-sex civil partnership which is now legally dissolved: 7.8%;
- Widowed or surviving partner from a same-sex civil partnership: 4.69%;
- Separated: 2.38%; and
- In a registered same-sex civil partnership: 1.7%.

The percentage of the population who fall within the Single and Married categories differ from the averages for England, where 37.9% are single and 46.9% are married. This shows the City of London to have a significantly higher number of single people. The other four categories follow the national averages closer, with the differences between the City of London and England being much smaller as follows:

- Divorced or formerly in a same-sex civil partnership which is now legally dissolved: 0.4% lower
- Widowed or surviving partner from a same-sex civil partnership: 1.4% lower
- Separated: 0.1% lower
- Registered same-sex civil partnership: 1.5% higher.

Impact

The overall improvements to the walking and cycling infrastructure and public realm upgrades are likely to be felt by all users, regardless of marriage or civil partnership status. There is no clear evidence, data or rationale that the proposed works would have a disproportionate effect, positive or negative, on users because of their marriage or civil partnership status at the time.

e) Pregnancy and Maternity

Evidence

ONS Conception Statistics, England, and Wales, 2020 provides conception numbers for the City of London. These numbers have been combined with the London Borough of Hackney to preserve confidentiality. There were 5,659 conceptions in Hackney/City of London in 2020. This equates to a conception rate per 1,000 women aged 15 to 44 years of 74.6%. This is slightly higher than the average for Inner London (66.1%) and lower than the average for London as a whole (76.2%). [24]

There were 60 live births in the City of London in 2021. The Total Fertility Rate (TFR) in the City was 1.74. This is the average number of live children that women in the group could bare if they experienced age specific fertility rate of the calendar year throughout their childbearing lifespan. This is higher than the average for Inner London (1.28) and for London as a whole (1.52)[25].

It should be noted that this data is not considered representative of the majority of the people likely to be affected by the proposed project given the large percentage of commuters regularly travelling to the area, rather than residents.

A positive correlation has been identified between pregnancy outcomes and the characteristics of the surrounding environment, including greening and air pollution[26].

Sensitive Receptors

There are some specific sensitive receptors for this group including:

- Private Obstetrician London – within scheme extents along Fleet Street

Additionally, those from this protected characteristic group are more likely to frequent the healthcare facilities listed in the Age and Disability sections:

- Fleet Street Clinic – within scheme extents along Fleet Street
- Geno Health Clinic - within scheme extents along Fleet Street
- Bupa Health Centre Chancery Lane – 50 meters north of the site
- Boots Pharmacy – 100 meters south of the site
- Superdrug Pharmacy – 150 meters south of the site
- Doctor Care Anywhere – 150 meters south of the site

[24] https://www.ons.gov.uk/peoplepopulationandcommunity/birthsdeathsandmarriages/conceptionandfertilityrates/datasets/conceptionstatisticsenglandandwalesreferencetables).

[25] Births in England and Wales: summary tables – Office for National Statistics (ons.gov.uk)

[26] https://ehjournal.biomedcentral.com/articles/10.1186/s12940-020-00649-z

- St Philips Medical Centre – 300 meters west of the site
- Central Health Physiotherapy Chancery Lane – 350 meters north of the site

Impact

Positive

The proposed improvements are expected to have positive impacts for pregnant women, new parents, or those travelling with pushchairs and young children.

Widened footways and shorter crossing distances will make it easier for those travelling with young children, including with pushchairs, to navigate the area. This will reduce instances of overspill onto the carriageway and improve overall road safety. Dropped kerbs in line with *DfT's Inclusive Mobility* guidance[27], will further support accessibility.

Provision of shade and seating is also beneficial for this group, as it provides regular spaces to sit and rest.

Negative

Pregnant women and new parents, particularly those travelling with young children or pushchairs, often rely on buses as a practical and accessible mode of transport. Increased journey times caused by the removal of the bus lane in Option 1 may have a disproportionate impact on this group, reducing the convenience and reliability of bus travel for essential trips. Changes to the eastbound vehicle access and restrictions limiting general traffic movements may require longer diversion routes, potentially increasing journey times for those travelling to healthcare facilities, maternity appointments, childcare, or other key destinations. The potential impacts on accessibility, comfort, and journey reliability for this group are currently being explored and assessed as part of ongoing design development.

All crossing points should include appropriate dropped kerbs and tactile paving to ensure accessibility and ease of manoeuvring pushchairs. When applying the City Corporation's approach to tactile paving, as set out in the Public Realm Toolkit[28], consideration must be given to its divergence from DfT's *Inclusive Mobility* guidance[29], particularly the decision to replace red tactile paving at controlled crossings with Scoutmoor York stone, which provides a lower tonal contrast. The lack of clear delineation between footway and carriageway can impact people travelling with young children and pushchairs, as this can create confusion around the safest point to cross and increase the potential for inadvertent encroachment into the carriageway. Ensuring that crossing points remain visually clear, intuitive and well-defined will help support safe navigation and reduce the risk of trips or near-miss incidents for those within the pregnancy and maternity group.

[27] https://assets.publishing.service.gov.uk/media/61d32bb7d3bf7f1f72b5ffd2/inclusive-mobility-a-guide-to-best-practice-on-access-to-pedestrian-and-transport-infrastructure.pdf
[28] https://www.cityoflondon.gov.uk/assets/Services-Environment/city-public-realm-toolkit-2024.pdf
[29] https://assets.publishing.service.gov.uk/media/61d32bb7d3bf7f1f72b5ffd2/inclusive-mobility-a-guide-to-best-practice-on-access-to-pedestrian-and-transport-infrastructure.pdf

For people travelling with pushchairs or young children, the introduction of loading pads level with the footway could create confusion and potential safety hazards, as children may not recognise the transition between pedestrian and vehicle space. Pregnant women or new parents may also find manoeuvring around loading activity more difficult in these shared spaces. It is recommended to consider that the surfacing and colour of loading pads are clearly distinct from the pedestrian footway.

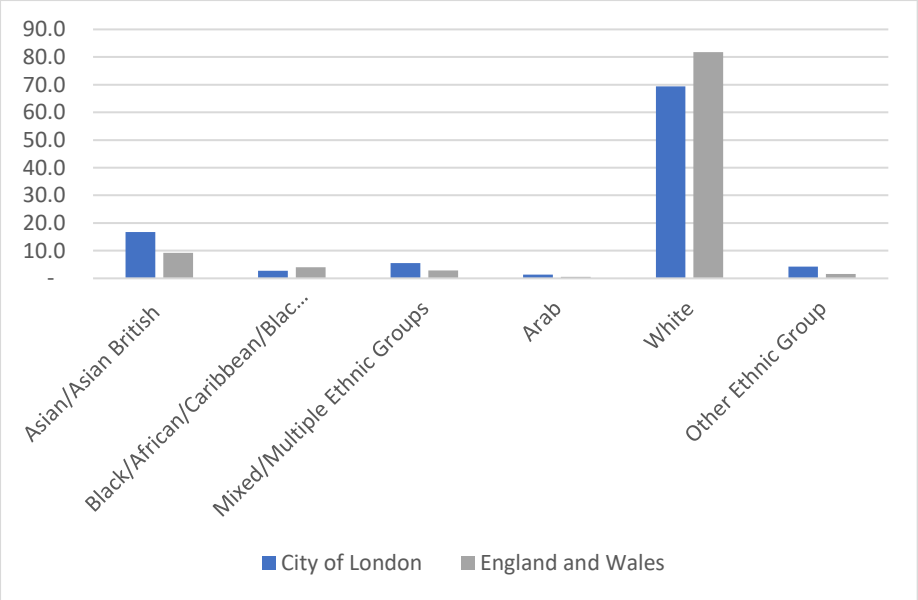
The construction period could also cause difficulties for those traveling with young children or during pregnancy, as diversions may increase journey times, create steeper gradients, or require crossing busy carriageways.

f) Race

Evidence

Figure 5 shows the ethnic group breakdown for the City of London as per the 2021 Census. It clearly shows that the majority of the population is White (69.4%), with the second largest ethnic group classed as Asian/Asian British (16.7%). The proportion of the population from Mixed/multiple ethnic groups, Black/African/Caribbean/Black British, Other ethnic groups and Arab are similar (5.5%, 2.7%, 4.3% and 1.3% respectively).

Figure 5: City of London Population by Ethnic Group (Source: Census 2021)



The White and Black populations are lower than the national averages for England, with differences of 12.4% and 1.3% respectively. The other ethnic group categories

are higher than the national averages, with the greatest difference occurring for the Asian population which is 7.5% higher[30].

This data is not considered entirely representative of all the people likely to be affected by the proposed project given that users are likely to be a combination of residents, commuters, and visitors.

Demographics of those visiting the City of London or using the City as a commuting route are unknown. However, the City Corporation holds ethnicity data on 88% of its workforce. This data shows that the City of London workforce is overwhelmingly white, making up 70%, compared to 7.5% Black or Black British and 5.5% Asian or Asian British**Error! Bookmark not defined.**.

Walking is the most used mode by Black, Asian and minority ethnic groups (referred to as BAME throughout), alongside the bus[31]. BAME groups are currently underrepresented in walking and cycling compared to people of white backgrounds[32]. As the project is due to improve walking conditions and increase the provision of cycle infrastructure, it is likely that this will impact positively on BAME Londoners.

Sensitive Receptors

There are no known sensitive receptors within 400m of the proposed scheme.

Impact

Positive

The proposals are expected to deliver broadly positive impacts for users of all racial and ethnic backgrounds, with relevance to addressing inequalities in road safety and accessibility.

Evidence shows that ethnic minority groups are at risk of transport poverty and are more likely to live in urban areas with higher pedestrian activity.[33] Improvements such as widened footways, safer crossings, and prioritisation of pedestrians are expected to benefit these groups by supporting safer, more accessible journeys.

The proposed rationalisation of carriageway space and creation of a safer cycling environment especially by the westbound cycle lane (Option 1), may also help to reduce barriers to active travel uptake, particularly for groups who may currently perceive walking and cycling as unsafe. This could encourage greater use of active travel, supporting equitable access to employment, education, and services across all ethnic groups.

Negative

[30] https://www.nomisweb.co.uk/sources/census_2011_ks/report?compare=E09000001

[31] https://content.tfl.gov.uk/travel-in-london-understanding-our-diverse-communities-2019.pdf

[32] https://content.tfl.gov.uk/barriers-to-cycling-for-ethnic-minorities-and-deprived-groups-summary.pdf

[33] https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/953951/Transport_and_inequality_report_document.pdf

Evidence suggests that some ethnic minority groups are more reliant on active travel but are also less likely to cycle where conditions feel unsafe. While there are some improvements to cycle facilities, the lack of protection and segregation is unlikely to increase the uptake of cycling among this group due to perceived road safety.

People from ethnic minority groups are statistically more likely to rely on buses as a primary mode of transport. The removal of the bus lane in Option 1 may increase bus journey times, which could disproportionately affect people from certain ethnic minority groups. Changes to vehicular access and the introduction of the eastbound taxi/bus/cycle-only lane may also result in longer diversion routes for private hire and private car users, potentially increasing journey times to access employment, education, or essential community services. These impacts could compound existing transport inequalities experienced by some ethnic groups. The potential differential effects on travel patterns and access to key destinations are currently being explored and assessed as part of ongoing design development.

g) Religion or Belief

Evidence

Census 2021 data shows the percentages of the population in the City of London who identify as a particular religion[34]. They are as follows:

- No religion: 43.8%
- Christian: 34.7%;
- Religion not stated: 8.9%;
- Muslim: 6.3%
- Jewish: 2.1%;
- Hindu: 2.6%;
- Buddhist: 1.1%;
- Other religion: 0.4%; and
- Sikh: 0.1%.

The majority of the population identify as non-religious. The second highest proportion of the population identify as Christian, and the third highest proportion of the population have not stated a religion.

This differs with the averages for England and Wales (Christian: 46.2%, No religion: 37.2% and Religion not stated: 6%). As determined by the Annual Population Survey, the employment rate by religion estimates for 2018 show the percentage of the population in England identifying as having no religion to have the highest

[34]https://www.ons.gov.uk/peoplepopulationandcommunity/culturalidentity/religion/bulletins/religionenglandandwales/census2021

employment rate at 77.3%, followed by those who identify as Hindu at 76.2% and then those identifying as Christian at 76%.[35]

This data is not considered entirely representative of all the people likely to be affected by the proposed project given that users are likely to be a combination of residents, commuters, and visitors. Demographics of those visiting the City of London or using the City as a commuting route are unknown.

However, the City Corporation holds religion and belief data on 83% of its workforce. This data shows that the highest proportion of the workforce is Christian (36%) and with a further 36% stating that they have None/No religion or belief**Error! Bookmark not defined.**.

Sensitive receptors

There are several places of worship in the surrounding area of the proposed scheme servicing members of this protected characteristic group. Those in closest proximity are as follows:

- St Bride's Church – within scheme extents along Fleet Street
- Parohia Sf. Gheorghe Londra – within scheme extents along Fleet Street
- St Dunstan-in-the-West – within scheme extents along Fleet Street
- Build My Church – 25m north of the site
- Prayer Temple International Ministry – 25m north of the site
- Temple Church – 75 meters south of the site
- St Martin Ludgate – 150 meters east of the site
- St Clement Danes – 200 meters west of the site
- St Paul's Cathedral – 350 meters east of the site
- St Andrew's Church – 400 meters north of the site
- City Temple Church – 400 meters north of the site
  Holy Sepulchre Church – 400 meters northeast of the site

Impact

Positive

The proposed improvements, including widened footways, safer pedestrian crossings, and improved public realm, are expected to benefit people of all faiths and beliefs. Improved accessibility and safer walking routes will support those travelling to and from places of worship within and around the scheme area.

Negative

The construction period could temporarily disrupt access to nearby places of worship, particularly if diversions or longer walking routes are introduced, and if

35 https://www.ons.gov.uk/peoplepopulationandcommunity/culturalidentity/religion/datasets/religioneducationandworkinenglandandwales

nearby parking facilities are affected. This may disproportionately affect older members of religious communities or those attending services at fixed times.

If the construction period and works coincide with significant religious festivals or periods of worship, the impacts could be more disruptive. It is recommended that the construction programme considers the scheduling of such works and maintains clear, accessible routes to places of worship throughout the construction period.

h) Sex

Evidence

The Census 2021 reported that males comprised 55.5% of the population in the City of London and females comprised 44.5%. This contrasts with the national average which shows males comprising 49% of the population and females 51%, as well as the London average which shows males comprising 49.3% of the population and females 50% For the same year, the gender split for the London region was estimated at 50.1% for males and 49.9% for females[36].

This data is not considered entirely representative of all the people likely to be affected by the proposed scheme given that users are likely to be a combination of residents, commuters, and visitors.

Data from the City Corporation shows that the gender balance in the borough's workforce is weighted significantly differently to that for those living in the borough, with 64% male and 36% female in 2022[37].

Across London, walking is the most commonly used type of mode by women (95% walk at least once a week), followed by bus (63%) and car as a passenger (51%)[38].

TfL research shows that women are more likely than men to be travelling with pushchairs and/or shopping and this can affect transport choices. Women aged 17 or over who are living in London are also less likely than men to have a full driving license or have access to a car. Finally, the research shows that women are also more likely to feel unsafe in public spaces than men[39].

Whilst men are more likely to cycle than women[40], one of the key reasons is that women are twice as likely than men to choose alternative modes of transport as a direct result of the safety concerns[41].

<u>Sensitive Receptors</u>

The sensitive receptor for this group includes:

[36] https://www.ons.gov.uk/datasets/TS008/editions/2021/versions/4
[37] https://www.cityoflondon.gov.uk/assets/Business/city-stats-factsheet-2023.pdf
[38] https://content.tfl.gov.uk/travel-in-london-understanding-our-diverse-communities-2019.pdf
[39] https://content.tfl.gov.uk/travel-in-london-understanding-our-diverse-communities-2019.pdf
[40] https://www.gov.uk/government/statistics/walking-and-cycling-statistics-england-2021/walking-and-cycling-statistics-england-2021#trends-in-cycling
[41] https://www.justcantsettle.com/2023/07/13/gender-divide-in-uk-cycling/

- Private Obstetrician London – within scheme extents along Fleet Street

Impact

The proposed project improvements are expected to deliver positive outcomes for people of all sexes, with some specific benefits for women and girls who may have different travel behaviours and safety perceptions.

Positive

Women are more likely to walk for local trips, travel accompanied by children, and rely on public transport compared to men[42]. Footway widening, shorter and safer crossings, and prioritisation of people walking and wheeling is therefore expected to benefit women and girls.

Rationalising carriageway layouts and creating a safer environment for cyclists may help to reduce safety concerns, which are often cited as barriers for women considering cycling.

More predictable layouts, improved visibility, and reduced vehicle dominance can improve perceived and actual safety for women and girls travelling alone, especially in the evening.

Negative

The removal of the bus lane in Option 1 may increase bus journey times, which could disproportionately affect women, who statistically make more multi-purpose trips and rely on public transport more frequently than men. Changes to vehicular access and the introduction of taxi/bus/cycle-lane only may result in longer diversion routes for private hire and private car users, potentially increasing journey times for essential caregiving or employment responsibilities. The potential differential impacts on journey patterns and transport choices between men and women are currently being explored and assessed as part of ongoing design development. Research shows that women are less likely to cycle where infrastructure feels unsafe or where they are required to share road space with motor vehicles. The limited cycle provisions within both proposed options may not encourage more women and girls to take up cycling, as safety concerns and accessibility challenges still remain.

Construction activity could also raise safety concerns for women and girls, especially if diversions create poorly lit routes, longer walking distances, or areas with reduced visibility. Ensuring diversions are well signed, safe, and accessible will help mitigate these impacts.

i) Sexual Orientation

Evidence

[42] https://www.swbg.org.uk/content/publications/Womens-Survey-2023-Transport-Report.pdf

ONS 2021 survey data displays a self-perceived sexual identity overview for London's population and more specifically the City of London's population, as follows:

Table 4: Sexual Orientation (Source: Census Data 2021)

Age	City of London (%)	Greater London (%)
Heterosexual	79.3	86.2
Gay or Lesbian	7.6	2.2
Bisexual	2.3	1.5
Pansexual	0.3	0.4
Asexual	0.1	0.0
Queer	0.1	0.1
All other sexual orientations	0.0	0.0
Not answered	10.4	9.5
Total	100	100

The data shows that the City of London has a slightly lower percentage of people who identify as heterosexual than London as a whole, 79.3% compared to 85.2%. The City of London has a higher percentage of people who identify as Gay or Lesbian, at 7.6% compared to 2.2% for London. This is a similar trend for those identifying as Bisexual; 1.5% for London, compared to 2.3% for the City of London.

Sensitive Receptors

There are no known sensitive receptors within 400m of the proposed scheme.

Impact

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

3. STAKEHOLDER ENGAGEMENT

The Transforming Fleet Street Project Team hosted stakeholder engagement workshops and a drop-in session with local businesses, developers, FSQ BID, etc. The stakeholder engagement workshops were held in September/October 2025.

The purpose of the stakeholder engagement was to meet with stakeholders along Fleet Street, understand local aspirations for its public realm, seek feedback on draft designs and gather information on operational/servicing needs.

Overall, stakeholders supported the following project aspirations:

- Provide more space for walking and wheeling
- New and improved crossings for people walking and wheeling,

- Introducing more greening and natural elements with integrated seating to enhance the streetscape. The inclusion of seating creates welcoming, accessible spaces for people to rest, socialise, or simply enjoy the surroundings, which is especially beneficial for those who may have mobility needs or wish to spend more time in the area.
- Use of historical information to improve wayfinding. By incorporating references to the area's rich heritage on signposts and information panels, users are not only guided more effectively but are also offered an opportunity to engage with the local history and culture.
- Create and support a sense of destination and increase dwell time and signposting to support local businesses. Such an approach helps to foster a sense of place and identity, making the journey more memorable and meaningful for both residents and visitors. Additionally, using historical information can support local businesses by drawing attention to historically significant venues or landmarks, thereby encouraging longer dwell times and increased footfall in the area.
- Integrated loading bays to support the needs of local businesses along Fleet Street. These loading bays will be strategically positioned to ensure convenient access for deliveries and collections, thus minimising disruption to business operations. By integrating loading facilities within the overall street design, the project aims to balance the requirements of businesses with the ambition to enhance pedestrian and cycling infrastructure.

Public consultation will be undertaken in Spring 2026. During this phase, a wide range of stakeholders — including local residents, businesses, accessibility groups, and community organisations — will be invited to review the project proposals and provide feedback. The consultation process will employ multiple channels, such as online surveys, public exhibitions, and targeted workshops, to ensure that as many voices as possible are heard and considered. The feedback gathered will play a crucial role in refining the final design.

The Communications Strategy, for the project, outlines a comprehensive list of all project stakeholders to be engaged. The Project Team are working with the City's Accessibility Team and are engaging with Transport for All and Centre for Accessible Environment to ensure a pan-disability view is included within the public consultation phase of the project. Updates and outcomes from the consultation will be communicated to stakeholders to maintain transparency and foster ongoing engagement throughout the project's development. This EQIA will be updated following the consultation phase.

4. DECISION MAKING (MITIGATIONS AND CHANGE)

It is recommended that the following actions are taken to avoid or mitigate any negative impact and to better advance equality and foster good relations with stakeholders.

<u>Consultation</u>

It is important to involve people with of a range of protected characteristics and lived experience to inform the detailed design development of the project. A formal public consultation phase is also important in ensuring that the proposals can meet the needs of all users whilst acknowledging site constraints.

Particular attention should be given to places of interest that people with protected characteristics might visit in the area, such as places of worship near to the site should be included in the stakeholder list and be informed of any project progress, etc.

Engagement with disability forums and sensitive receptors such as healthcare centres should also be maintained throughout design and construction to identify potential barriers early.

Design

Any changes to vehicular access or the introduction of traffic restrictions should aim to minimise negative impacts on bus journey times and the reliability of public transport services. Longer journey times may disproportionately affect groups who rely more heavily on buses, including those on lower incomes, younger and older people, and individuals with caregiving responsibilities. Continued engagement with public transport operators will be important to monitor potential impacts on journey times and passenger accessibility as design development progresses. All new and upgraded crossings should comply with Inclusive Mobility standards, including tactile paving, dropped kerbs, and adequate widths, while loading pads should use contrasting materials to distinguish pedestrian and vehicle areas.

Where possible, seating, rest areas, and wayfinding in different formats should be prioritised to maximise comfort and access for all.

Diversions during the construction phase must be step-free, clearly signed and accessible for pushchairs, wheelchairs, and mobility aids, with advance notice and accessible information shared through different formats.

5.MONITORING AND REVIEW

The EQIA is a live document will be reviewed and updated, where appropriate, in relation to the following timeframes and design changes:

- *RIBA Stage 3 designs*: Following the successful completion of the RIBA Stage 3 designs, the EQIA will be reviewed and updated, as required.
- *RIBA Stage 4 and 5 designs*: Following the successful completion of the RIBA Stage 4 and 5 designs, the EQIA will be reviewed and updated, as required.
- *Public consultation in spring 2026*.

Construction Management Plan (CMP): In developing the CMP, the outcomes and findings will be taken into consideration. Once the construction period is over and the scheme has come into effect it is important that the impact of the changes is monitored.

These include the following and will be reviewed in the Gateway 5:

- To ensure accessibility standards are incorporated within the project design of Fleet Street
- To ensure feedback provided by pan-disability groups is incorporated into the project design, where feasible
- To align with the delivery of the Transport Strategy, including Outcome 1 (The Square Mile's streets are great places to walk, wheel and spend time), Outcome 2 (Street space is used more efficiently and effectively), Outcome 3 (The Square Mile is accessible to all) and Outcome 4 (People using our streets and public spaces are safe and feel safe)

Monitoring will help ensure the impacts identified have been successfully mitigated and will aim to maximise the potential positive impacts identified.

It is recommended that lines of communication with local communities and relevant stakeholders are maintained, so that different user groups can provide feedback where appropriate.

Please refer to the EQIA guidance when completing this form

Section 3:

6.RECORDING YOUR DECISION AND SIGN-OFF

Overall, many of the proposed changes to Fleet Street are anticipated to positively impact people living, working and visiting the City and Fleet Street. The improvements in footway width, enhanced cycle provision, revised highway layout, new planting and additional seating are designed to create a safer, more diverse and inclusive environment for a wide range of users.

Changes to the footway width, improved cycle provision, and overall highway layout changes, along with new planting and additional seating, are expected support greater accessibility, safer and more pleasant streets, and more efficient use of public space, in line with the objectives outlined in the Transport Strategy. Women and girls, disabled people, older and young people, and people who are pregnant or pushing children in buggies, will experience the most positive impacts from the proposed changes.

It is recommended that the negative impacts identified in this assessment are considered when developing the next stage of design and in ongoing conversations and engagement with key stakeholders. These include:

- The removal of the bus lane in Option 1
- The lack of segregated cycle facilities in Option 1 and 2
- The addition of loading pads in Option 1 and 2, which will be flush with the footway
- Disruption caused by construction activity, during the construction phase, for both Options 1 and 2

Officers recommend that this EQIA be updated again following public consultation and highway modelling verification, in Spring 2026.

Please refer to the EQIA guidance when completing this form

Sign off

1. Officer completing the EQIA

Name	Maria Curro / Andrea Larice
Job Title	Project Manager / Senior Strategic Transport Planner
Date	21/10/2025
Signature	*Maria Curro* / Andrea Larice

2. Line Manager

Name	Bruce McVean
Job Title	Assistant Director of Policy & Projects
Date	20/11/2025
Signature	Bruce McVean

3. Senior Manager or Chief Officer

Name	
Job Title	
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