



London Borough of Hounslow

EQUALITIES ANALYSIS FORM

Equality Analysis should be undertaken before a decision is made when adopting or reviewing policies/procedures or for savings proposals/ restructures and transformations where it is likely to affect equalities groups or engage the Public sector Equality Duty under section 149 of the Equality Act 2010 –See Appendix below).

(Note: If Equality is considered to have little or no effect on equality groups or if it is unlikely to engage equality duty then you do not need to complete this form. Even where the proposal is relevant to the equality duty, but the effects is remote or peripheral to the substance of the Equality duty then do not complete this form, just use the standard equalities text in your main report, see web page for standard text.)

Your Equality Analysis needs to demonstrate that due regard has been given to the equalities protected characteristics and the equalities duties and that this policy/ procedure/ proposal is not in breach of the equality duties. The aim is to support members make informed decisions about the policy/savings proposal balanced against any likely adverse effects. You must advice members about what actions are proposed to mitigate any adverse effect identified by affected stakeholders during your consultation or from your data analysis.

Due regard has to be given to:

- **ensure that your decisions impact in a fair way:** where there is evidence that particular equalities groups will be negatively affected by a decision, action should be taken to address this.
- **make your decisions based on evidence and more transparent:** Equality Analysis provides a clear and structured way to collect, assess and put forward relevant evidence and is much more open and transparent.
- **provide a platform for partnership working:** Equality Analysis offers an opportunity for organisations to work in partnership to consider the effect on members of their shared communities and how they might best collaborate and co-ordinate financial decisions.
- **enable decision makers to assess** whether the decision might amount to unlawful discrimination and/or might effect on the promotion of equality of opportunity and/or might effect on the promotion of good relations, and if so the extent and nature of those effects.



Directorate/ Section	Environment, Culture and Customer Services / Traffic & Transport	Date of Analysis	Person Responsible for the analysis (include name of author if different)	Jefferson Nwokeoma, Assistant Director, Traffic Transport and Parking
Name of the proposal/policy to be assessed:	Introduction of a new Experimental Traffic Order for Chiswick High Road (Goldhawk Road to Heathfield Terrace)	June 2021		

Briefly describe the policy/ proposal –its aim and expected outcomes

The Council's Transport Strategy sets out the Council's commitment to reducing the dominance of cars on our roads. This means that where possible, we will take the necessary steps to provide amenities that support walking and cycling. The Covid-19 pandemic and its associated effects has further highlighted the need and benefits of a high-quality cycling infrastructure.

Cycleway 9 is a high-quality cycle route that runs between Olympia and Brentford. The route corridor that C9 follows has a poor cycle casualty record and based on the forecast increase in cycling, without the introduction of C9, collisions with cyclists are likely to increase. As a local authority, we are committed to supporting a modal shift to active travel, reducing congestion across the borough, and minimising the pressure on existing public transport links.

Following three years of stakeholder engagement and public consultations in 2017 and 2019, [Cabinet resolved on 3 September 2019](#) to carry out statutory consultation on the approved design of the scheme between Chiswick High Road at the junction with Goldhawk Road and the County Court on Brentford High Street. The report to Cabinet report included an [Equality Impact Assessment](#) produced by TfL.

However, in April 2020, the Covid pandemic led to work being paused on Cycleway 9. Instead, as required by the [Secretary of State for Transport's May 2020 statutory guidance](#) (last updated in February 2021), the Council and TfL focused resources to implement urgent temporary measures to encourage and accommodate active travel as an alternative to public transport use.

The Guidance directed that these measures should be implemented quickly using temporary materials and legal processes that have no requirement for public consultation to be undertaken beforehand. To this end, on 11 August 2020, a [Chief Officer Decision was taken](#) to construct an experimental cycle track along Chiswick High Road between its junctions with Heathfield Terrace and the borough boundary at Goldhawk Road.

Because this follows the same route as part of Cycleway 9, it has been termed Temporary Cycleway 9 (C9T). C9T however, removed no footway and has been constructed entirely within the carriageway area. Over most of this length it is segregated from motor traffic by plastic cylinders or “wands” and from pedestrians by the existing kerb. C9T also includes new dedicated signals for cyclists at junctions so that they are separated from other traffic movements.

To enable C9T to operate safely and efficiently, the Council made an Experimental Traffic Order in October 2020. Construction of this was completed in December 2020.

Constructing C9T did not supersede Cabinet’s decision in 2019 to endorse Cycleway 9; officers views are that there remains a clear strategic case for Cycleway 9 to connect Brentford to Kew, Chiswick, Hammersmith and Olympia. C9T was introduced as an urgent response to the pandemic; the public notice made clear that C9T would be reviewed over its lifetime, considering community feedback and traffic monitoring data from TfL.

Accordingly, officers from TfL and the Council have been analysing data, technical reports, and public feedback about C9T. This analysis is being used to inform the potential to modify, remove or make permanent what has been constructed to achieve better outcomes for all road users. C9T is being reviewed as a standalone and experimental scheme. Officers are analysing the findings of the experimental scheme to establish whether elements of the temporary scheme can be retained to achieve the same benefits but at better value or with better traffic management. There was the potential, therefore, for some elements of C9T to be made permanent at the end of the experimental period. Again, this was made clear in the [public notice of 18 August 2020](#).

This Equality Impact Assessment outlines the learning from the current trial and associated Experimental Traffic Order that officers are of the view will address a range of equalities impacts and resident concerns. The proposal is that these views will be tested in the new experimental order.

<p>2. Who is the policy/ proposal going to effect and in what way? Please use evidence to support your analysis. Use separate sheets if necessary.</p>	<p>All those that live, work or travel through Chiswick.</p>	
<p>3. When will the decision be taken?</p>	<p>The proposal is to discontinue the current trial and Experimental Traffic Order and introduce a new trial and Experimental Traffic Order following Cabinet approval in July 2021 (known as C9T2021)</p>	
<p>4. Are there concerns that the decision <u>could</u> affect the following: - Please explain or attach evidence of your answers to these questions</p>		
<p>(i) Age</p>	<p>Y</p>	
<p>(ii) Disability</p>	<p>Y</p>	
<p>(iii) Gender Reassignment</p>		<p>N</p>
<p>(iv) Marriage and Civil Partnership</p>		<p>N</p>
<p>(v) Race</p>		<p>N</p>
<p>(vi) Religion or Belief</p>		<p>N</p>
<p>(vii) Sex</p>	<p>Y</p>	
<p>(viii) Pregnancy and Maternity</p>	<p>Y</p>	
<p>(ix) Sexual Orientation</p>		<p>N</p>
<p>(x) fostering good relations and community cohesion</p>		<p>N</p>
<p>(xi) Human rights Public Authorities have a duty under the Human Rights Act 1998 (HRA) not to act incompatibly with rights under the European Convention for the Protection of Fundamental Rights and Freedoms Because of the close relationship between human rights and equality, it is good practice for those exercising public functions to consider equality and human rights together when analysing for effect on policies and proposals. (See list below for the Human Rights Articles)</p>		<p>N</p> <p>The Council has carefully considered the impact of this proposal on each of the equality characteristics and has drawn on engagement and feedback responses they have had so far to assist with this. In general terms, the Transport for London's document, <i>Travel in London: Understanding our diverse communities (2015)</i> outlines the barriers faced by London's communities with regards to access to transport. This document contains a range of statistics for those with a disability, with regards to transport in the capital:</p> <ul style="list-style-type: none"> - Fourteen per cent of Londoners consider themselves to have a disability that impacts their day to day activities 'a lot' or 'a little'. - The most used types of transport by disabled Londoners are walking (78 per cent walk at least once a week), the bus (56 per cent) and car as a passenger (47 per cent) - Disabled Londoners cite accessibility-related issues (44 per cent), cost (21 per cent) and comfort (20 per cent) as key barriers to travel. - Eighty-five per cent of disabled Londoners say they never use a bike to get around London, a slightly smaller proportion than among non-disabled Londoners (82 per

			<p>cent).</p> <p>Further details on the general expected impact of active travel, cycling and walking on all protected characteristics is outlined in Appendix A and is provided as supporting evidence to the implementation of the cycleway.</p> <p>However, the current Experimental Traffic Order has attracted some objections and concerns, namely related to:</p> <p>a) <u>Congestion</u>:</p> <ul style="list-style-type: none">i. fewer traffic lanes and the bus gate are felt to have led to more queuing and some journeys taking considerably longerii. loss of bus lanes means buses are prone to suffer delays when now having to queue with other trafficiii. carriageway is too narrow to allow drivers to pull-over to let emergency service vehicles passiv. drivers are not always able to pass a vehicle that has stopped to load, a bus at a bus stop or a bus parked while changing drivers. <p>b) <u>Road safety</u>:</p> <ul style="list-style-type: none">i. the 2-way cycle track can make using the zebra crossings confusing and hazardous
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		<ul style="list-style-type: none"> ii. crossing the 2-way cycle track behind floating bus stops can feel confusing and hazardous iii. crossing the 2-way cycle track is felt to create additional hazards for motorists at give-way junctions iv. removal of central traffic islands at zebra crossing is felt to make crossing the road more hazardous v. a driver passing a stationary vehicle (e.g. a bus) poses a hazard to oncoming traffic and to overtaking motorcyclists c) Making deliveries to some premises now results in vehicle blocking a traffic lane or else having to park further away d) Not having seats or shelters at bus stops worsens journeys for frail, pregnant and disabled passengers e) An increase in parking & loading restrictions and congestion harms the local economy f) Some eastbound cyclists still use the main carriageway rather than the cycle track g) A perception that air quality is being made worse by congestion and traffic delays h) All the above disproportionately affect people who are disabled, elderly or pregnant.
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		<p>i) A perception that C9T is divisive and sets parts of the community against each other</p> <p>j) That the council chose to construct C9T before carrying out public consultation.</p> <p>Feedback from people wishing to comment on the scheme's effects have expressed concerns elements of the scheme disproportionately affect older and disabled people and pregnant women. Two key areas of concern relate to:</p> <ul style="list-style-type: none"> • It being considered difficult for someone who is older or visually impaired both to locate a bus stop and to cross the cycle track to reach it. The design team have advised the "floating" bus stops installed in Chiswick High Road are to the same design as that which was developed by TfL over many years and in collaboration with older and disabled people's organisations. • How some people may not be able to distinguish when it is safe to cross at the new single-stage zebra crossings that require traffic on the cycle track to stop at the same time as traffic on the carriageway. Again, the C9T design team is seeking advice from local sight loss organisations and TfL will use this feedback to inform the next review of national design guides. <p>In response to these concerns, we know that the design of C9T complies with the TfL's London Cycling Design Standards and Department for</p>
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		<p>Transport's most recent design guide, LTN 1/20 Cycle Infrastructure Design, TfL have developed designs for bus stop bypasses over many years and following detailed research and engagement with key stakeholders including Guide Dogs for The Blind and RNIB.</p> <p>These designs have been adopted following extensive studies and trials, such as the Transport Research Laboratory (TRL) trials between 2015 and 2018. The trials involved in-depth on street monitoring (including video surveys) as well as interviews with people with mobility and visual impairments. The C9T design team is seeking advice from local sight loss organisations and TfL will use this feedback to inform their feedback to the next review of national design guides. In the meantime, over the course of the trial, the Council will continue to work with TfL to seek alternative measures through which this can be addressed.</p> <p>C9T has reduced where along Chiswick High Road a blue-badge holder may park and where a vehicle carrying a disabled person may stop to pick-up or set down a passenger. We have looked in detail at where taxis can stop to pick up and drop off passengers with mobility difficulties. Our assessments show that if following the introduction of additional taxi drop off areas on side roads, as proposed as part of any new trial and ETO C9T2021, it is proposed that, there will then be no point on Chiswick High Road that will exceed the Governments recommended limit (50m) for walking distances for people with mobility difficulties without a rest (DfT, 2005, Inclusive Mobility).</p>
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		<p>The Heathfield Terrace to Chiswick Lane pick up and drop off provision has also been considered, and the impact on the scheme in this section of Chiswick High Road is minimal. The scheme does not significantly impact on taxis kerbside access along Chiswick High Road in an eastbound direction (compared to the previous layout). The C9T cycle track does not prevent taxis stopping to pick up or drop off passengers adjacent to the “wands”, although this is not encouraged due to potential safety issues. West of Chiswick Lane, there is some provision for taxi set down and pickups (c. 25m) between Mayfield Ave and Cranbrook Rd. Furthermore, there are over 40 parking bays on Old Market Place, between Devonshire Rd and Linden Gardens remains open to traffic; all of which can be used for taxi set down and pick up.</p> <p>For Chiswick Lane to Goldhawk Road pick up and drop off, even though track is kerb-segregated, officers would still advise against pick-ups/drop-offs adjacent to the track for the majority of this section; however, it is important to note sections where separation is wide enough to be treated as footway. There are numerous crossovers to properties that would allow taxis to pick up and drop off passengers at these properties.</p> <p>We are also aware that there are positive impacts due to the scheme on some protected characteristics and these include:</p> <ul style="list-style-type: none">• Benefits to women and pregnant women, who studies have shown to be more likely to take up cycling, if safe cycling infrastructure
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		<p>such as segregated cycle tracks are in place.</p> <ul style="list-style-type: none"> • Cycling is known to result in an increased cardiovascular fitness and improved joint mobility in older people. • If the trial can continue to demonstrate improvements to air quality, this will have significant health benefits, including to children and young people who may suffer from respiratory conditions. The data from the air quality monitoring station in Chiswick High Road opposite Windmill Road, so far shows that the trend in levels of nitrogen dioxide and larger particulate matter (PM₁₀) has been below pre-Covid levels. Levels of nitrogen dioxide rose to pre-Covid levels on some days while C9T was being constructed, but in 2021 the trend has been below pre-Covid levels. The level of fine particulate matter (PM_{2.5}) became more variable soon after C9T opened, this remained at below pre-Covid levels, and the trend has stabilised at a lower level than pre-Covid since Easter. <p>Therefore, a new trial supported by a new ETO will enable:</p> <ul style="list-style-type: none"> • Fresh and representative data to be collated so that the required changes can be better understood. This will include traffic monitoring data, air quality, and cycle lane usage enabling consideration of concerns raised around congestion, network management and the general movement of goods and services.
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		<ul style="list-style-type: none">• The Council will work with TfL to address some of the concerns raised by residents related to the sufficiency of parking, specifically enabling side roads to be used for loading for businesses and enable increased parking options for blue badge holders. A new ETO if implemented will allow the Council and TfL to assess whether the proposed new changes will effectively mitigate concerns raised by residents.• The Council will work with TfL to address concerns raised about the sufficiency of pick up and drop off noting that boarding and alighting is much safer when carried out on the kerbside. The new if implemented ETO will enable a number of side roads to be changed to accommodate loading, unloading, pick up and drop off including taxis. This will ensure that there will be no point on Chiswick High Road that will exceed the Government's recommended limit (50m) for walking distances for people with mobility difficulties without a rest (DfT, 2005, Inclusive Mobility). This would address the issues identified in paragraph 27 to 30. The proposed ETO would enable this to be tested in practice.• Several changes to waiting and loading restrictions have the potential to improve on the balance of kerbside activity and network performance. However, for these changes to be made and their effect properly monitored and understood, a new ETO is necessary.
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		<p>An ETO is appropriate to allow a real-life test.</p> <p>If the order is made, this will see the following proposed changes implemented:</p> <ul style="list-style-type: none">• Reinstate two traffic lanes (including the left turn only lane) at the Chiswick Lane junction for westbound traffic.• Reinstate the eastbound bus lane between Holmfield Road and Netheravon Road• Reinstate the westbound bus lane between Airedale Avenue and Netheraovn Road.• Provide additional areas on side roads between Chiswick Lane and Heathfield Terrace for taxis to drop off and pick up passengers reducing the distances passengers would need to travel to a taxi.• Introduce bus stop shelters on all bus stop islands.• Chiswick Lane to Heathfield Terrace – there is insufficient data on a level of bus delay to suggest a requirement to make changes at this stage. SCOOT (Split Cycle Offset Optimisation Technique) has been installed but not yet operational. SCOOT is a real time adaptive traffic control system for the coordination and control of traffic signals across an urban road network. A new trial, under a new ETO, is necessary to monitor the effects of a fully operational SCOOT system over a period of time, so that a determination can be made as to the need, if any, for design amendments.• A new ETO would enable the impact of an upgrade to C9T, such as inclusion of bus
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			shelters and new TROs for taxi drop offs to be fully assessed.
<p>5. Which equalities duties will be engaged by this proposal and will require due regard to be given before a decision is made? (See summary of equalities duties below)</p>	<p>The Council must give due regard to its Equalities Duties, in particular with respect to general duties arising pursuant to the Equality Act 2010, section 149. Having due regard to the need to advance equality involves the need to remove or minimise disadvantages suffered by persons who share a relevant characteristic that are connected to that characteristic.</p> <p>A summary sheet of additional evidence is at Appendix A, which also informed the recommendation to introduce a new ETO.</p>		
<p>6. Are there any relevant groups or stakeholders who you can approach to explore their views on the policy/proposal? You must consult/involve those who will be affected by the decision. YES/NO</p> <p>Please list the relevant groups and how the views of these groups will be obtained. Or state the reason why you have not approached groups/users affected by your proposal</p>	<p>The new trial under a new Experimental Traffic Order is expected to improve the experience of those with protected characteristics, specifically those who are elderly, people with mobility issues, people with disabilities and pregnant women. However, because this remains a trial, consultation will continue through the trial periods to fully understand the impact of the scheme. Where specific issues arise, dedicated engagement with representative groups may be considered prior to any final decisions being taken.</p>		
<p>7. Please explain in detail the views of the relevant groups who have been consulted on the issues involved and the dates when this happened. (please use a separate sheet if necessary)</p>	<p>Consultation will run concurrently with the trial and in addition, a 21-day pre-engagement exercise will be undertaken to understand if there are any new concerns not yet captured in the Equality Impact Assessment. The EqIA will be updated following this pre-engagement exercise. This pre-engagement exercise and updated EQIA will be taken into account before any order is made.</p>		

<p>8. Taking into account the views of these groups, and the available evidence, please clearly state the risks associated with the decision, weighed against the benefits of the decision. Will the effects be high, medium or low?</p> <p>High – Effect is likely to be high if the savings proposal has significant relevance to the substance of the equality duty. So, consider size and scale of effect of policy/savings proposal or service restructure on staff, users/residents and other affected stakeholders. The effects can also be high if there is a potential for challenge of breach of equalities duties from affected stakeholders who have a protected equality characteristic (see overview of legal duties below).</p> <p>Medium – If your proposal is not assessed as high or low then it is likely to be medium risk. Due regard given to the equality duties must be commensurate with the impact of the policy/proposal or decision.</p>	<p>Some evidence assessed (with relevance to the provisions of the Equality Act) identifies that there may be some impact on people with protected characteristics. The impact is seen as medium at this stage. This will be updated as required in respect to each intervention through the trial period and accompanying consultation.</p> <p>It is also worth noting that there are benefits to equalities groups such as women and pregnant women, who studies have shown to be more likely to take up cycling, if safe cycling infrastructure such as segregated cycle tracks are in place. Furthermore, cycling is known to result in an increased cardiovascular fitness and improved joint mobility in older people.</p> <p>As with all projects, the adverse effects must be considered alongside the positive effects; and given the health, social and environmental benefits derivable from a high-quality cycling facility, and the additional improvements associated with the proposed new trial, Council officers are content that the benefits of the scheme sufficiently outweigh the disbenefits.</p>
<p>9. What are the main conclusions and key actions/ recommendations of this equality analysis? Set out what actions you can take to mitigate any findings of adverse effects. Set out fully the actions you propose in the Action Plan below. (You can use the information in sections 10 and 11 below to inform the main report to members under the section on 'Equalities and Human Rights Implications'.</p>	<p>The Council has considered the relevance of the proposal to the provisions of the Equality Act 2010 and the Human Rights Act 1998 and concluded that Equalities Duties are engaged by this proposal. It is considered necessary to engage with specific equalities groups. However, initial engagement has been carried out and will be ongoing through the trial of the C9T2021. The equalities duty is a continuing duty and this EQIA will be updated as further information is gathered from consultation responses.</p>

Equalities Analysis Action Plan

Where the equality analysis indicates a potential negative impact, consideration should be given to means of reducing or mitigating the negative effects. At this stage an Action Plan should be developed to address any concerns/issues raised in your analysis. You should also consider arrangements for reviewing the actual effect of the proposals annually once they have been implemented if appropriate. The plan should be adopted as Equality Objectives and integrated in your Service or Business Plan.

If relevant, please list below any recommendations for action that you plan to take because of this equality analysis.

Issue	Action Required	Lead Officer	Timescale	Resource Implications	Comments
<p>It being considered difficult for someone who is older or visually impaired both to locate a bus stop and to cross the cycle track in order to reach it. The design team have advised the “floating” bus stops installed in Chiswick High Road are to the same design as that which was developed by TfL over many years and in collaboration with older and disabled people’s organisations.</p>	<p>The design of C9T complies with the TfL’s London Cycling Design Standards and Department for Transport’s most recent design guide, LTN 1/20 Cycle Infrastructure Design, TfL have developed designs for bus stop bypasses over many years and following detailed research and engagement with key stakeholders including Guide Dogs for The Blind and RNIB.</p> <p>The design team will focus on the interaction between cyclists and bus passengers (especially those with impaired sight) when the latter disembark at a floating bus stop as part of the trial.</p> <p>TfL will use this feedback to inform their feedback to the next</p>	<p>Designated TFL Officer</p>	<p>Reviewed throughout the ETO period</p>	<p>None known</p>	

	review of national design guides.				
How some people may not be able to distinguish when it is safe to cross at the new single-stage zebra crossings that require traffic on the cycle track to stop at the same time as traffic on the carriageway.	The design team will continue to monitor the interaction between pedestrians and cyclists at single-stage zebra crossings. This will help to understand whether pedestrians have adapted to judging if both the carriageway and cycle track routes are safe to cross before stepping on to the crossing and, whether when they have done so, all drivers and cyclists are stopping as required by law	Designated TFL Officer	Reviewed throughout the ETO period		
C9T reduced where along Chiswick High Road a blue-badge holder may park and where a vehicle carrying a disabled person may stop to pick-up or set down a passenger.	TfL and the Council have reviewed all parking loss to ensure it has been minimised. Through the new ETO, loading and waiting on a number of side roads will be reinstated to increase options for blue badge holders and other vehicles picking up or setting down a passenger. This will be monitored and reviewed through the consultation and data of the new ETO period.	Designated TFL Officer and the Council's traffic department	Reviewed throughout the ETO period		
Provision of bus stop bypasses for cycles. This means people who want to access the bus stop will have to cross the cycle lane to get to or from the	Most bus stops have been retained in or close to existing locations as part of the current trial, and this will be retained in the new trial. There are two bus stops which are merged with existing bus stops, both moving	Designated TFL Officer	Reviewed throughout the new ETO period.		

<p>bus stop island. Relocation of bus stops along A315 Chiswick High Road. Bus stops which could be affected (4678, 1038, 29149). As confirmed by TfL, stop 4678 has been removed and consolidated into a single bus stop with stop 1038. And Stop 1038: Relocated between Airedale Avenue and Netheravon Road.</p> <p>Age, pregnancy/ maternity, disability This could mean people with mobility issues could find it further to walk to their usual bus stops.</p>	<p>130m west and 130m east of existing stops. A further stop has been moved 80m west of its existing location. Bus stop islands are all 2.5m wide to enable ramps to be deployed for wheelchair access, and zebra crossing points between footway and bus stop islands are implemented as per TfL design standards which include tactile paving. Flags will be relocated for bus stops. These measures should ameliorate the impact of the scheme on people with disability issues and pregnant women. The efficacy of these measures will be monitored under a new trial.</p>				
<p>Concerns raised about the decreased bus lane lengths and removal of bus lanes in order to make space for cycle lane.</p>	<p>East of Chiswick Lane, C9T reduced the width of the carriageway, removed bus lanes and reduced the number of traffic lanes at junctions. As traffic levels have increased (with coronavirus restrictions easing) bus journey times have slightly increased In May 2021; bus journey times were up to 1.3 minutes per km slower than the average in 2019.</p>	<p>Designated TFL officer</p>	<p>Reviewed throughout the ETO period</p>		

	<p>Bus journey times will be improved through the addition of more traffic capacity by the reinstatement of traffic lanes at junctions and bus lanes as part of the new trial and monitored to assess its efficacy. The new trial will allow a test of whether in fact bus journey times will be improved by these changes.</p>				
<p>New layouts can be confusing for many people including those with sensory impairments, neurodegenerative or neurodivergent conditions and poor mental health. This can create confusion, anxiety, and an inability to travel through the streetspace. Visually impaired people and guide dogs are trained to follow certain local routes this may impact them. Visually impaired people rely on landmarks to help navigate the area, a new layout may also be confusing. Changes in layout can</p>	<p>Changes to the footway are proposed under a new trial. Key existing features of the road layout (identified through a collaborative design process) have been retained by TfL where possible and will be in place under the new trial and ETO.</p>	<p>Designated TFL officer</p>	<p>Reviewed throughout the ETO period</p>		

have an impact on people with dementia.					
<p>Improved crossings at Dukes Avenue</p> <p>Crossings have been moved by TfL to be more suitable, for example at the current crossing points the tactile paving and studs do not align and the crossing takes you to where there is a tree trunk. TfL have moved this crossing to a more direct location. The crossing has moved c1m to be better aligned</p>	<p>TfL have identified major issues present with existing crossings at junction: eastern arm crossing guides users into a tree trunk on the northern side, the tactile paving does not line up with the pedestrian studs and is extremely sub-standard in width; western arm crossing pedestrian studs taper significantly at southern end and tactile paving/dropped kerb is consequently sub-standard width. The amendments to the crossings will eliminate these issues and widen the crossing on the eastern arm, improving user experience. But these changes will be monitored and improved, if necessary, under a new trial.</p>	Designated TFL officer	Reviewed throughout the ETO period		
<p>Loss of pedestrian refuge islands in order to make space for cycle lane. Could be perceived as a negative for customers who walk slowly as they may feel there will be insufficient time for them to cross the road. People use islands to help rest and recover and could be safety risk for</p>	<p>Signal timings have been reviewed by TfL to ensure there is sufficient time for pedestrians to cross the full length of the crossing as part of the current trial. Should a pedestrian start to cross at the end of the stage, the following interval will allow them to have enough time to cross before the signal changes. This will be beneficial to those who may need more time to complete the crossing, such as the elderly, pregnant women and the disabled. This will continue to be</p>	Designated TFL officer	Reviewed throughout the ETO period		

<p>people who are visually impaired who would also need more time crossing a road or people with small children</p>	<p>reviewed as part of the new trial.</p>				
<p>Bus shelters</p>	<p>As older people undertake the highest proportion of their trips by foot and cite addressing physical barriers as important for encouraging them to travel more. The replacement of bus shelters at all bus stops, under the new trial, should have a positive improvement on travel.</p>	<p>Designated TFL officer</p>	<p>Reviewed throughout the ETO period</p>		
<p>The cycle track must be suitable for accessible bikes.</p>	<p>The cycle track is suitable for accessible bikes. The entire cycleway has been designed to be inclusive, and will provide a high quality, segregated route for disabled users on accessible bikes. This will help reduce the fear of safety from cycling on the carriageway and encourage a sustainable, active travel mode.</p> <p>The Council and TfL can look to promote use of the cycle track through stakeholders such as Wheels for the Wellbeing. The designers are following London Cycle Design Standards (LCDS) principles (i.e. minimum widths and volumes etc) and the National Guidance (LTN 1/20</p>	<p>Designated TFL officer and the Council's transport department</p>	<p>Reviewed throughout the ETO period</p>		

	<p>Cycle Infrastructure Design).</p> <p>TfL have been regularly counting the number of cyclists on C9T and it is now common to see children and families using the protected cycle lanes. On weekdays, the significant drop in commuting means cycle numbers are slightly lower than pre-Covid. However, cycle flows have increased by 72 per cent between February 2021 and April 2021 and weekday cycle flows are regularly around 2,500 cyclists a day.</p> <p>At weekends, however, the numbers of people cycling are much higher than pre-Covid with up to 2,700 cyclists a day using C9T before Easter 2021. In addition, cyclists are now making up a significant proportion of all traffic on Chiswick High Road (20% of all traffic between 6am and 10pm).</p>				
<p>Those who require dropping off close to their destination as parking/ drop off and collection by private vehicle or private hire/ taxi may become more restrictive. If they are unable to be dropped off close</p>	<p>We have looked in detail at where taxis can stop to pick up and drop off passengers with mobility difficulties. C9T includes loading areas and service roads e.g. Old Market Place which provide kerb side access for the vast majority of the southside of Chiswick High Road (the northside is largely unaffected). Our</p>	<p>Designated TFL officer and the Council's traffic department</p>			

<p>enough then they may not be able to make the trip due to not being able to walk the distance. Disabled people often use taxis as a mode of transport to get to their destination so this these changes could disproportionately affect them.</p>	<p>assessments show that if additional taxi drop off areas are introduced on side roads, under a new trial, the quantum of pick up and drop off areas along Chiswick High Road will be in line with the Government's recommended walking distance limit (50m) for walking distances for people with mobility difficulties without a rest (DfT, 2005, Inclusive Mobility).</p>				
<p>New shared use is proposed on this scheme, primarily to provide access to crossing points. This means that cyclists and pedestrians would share the same footway space. Though this infrastructure is a recognised design feature in local and national design standards such as LCDS, it may have a negative impact on people of different age groups, particularly older people who may be intimidated by the presence of cyclists due to limited mobility, hearing or visual impairments, and</p>	<p>Shared use space is proposed, under a new trial, to improve crossings for cyclists. Shared use space is proposed on the southern end of Chiswick Lane junction where pavement is wide and provides more space for cyclist to mix with pedestrians. Pavement will also be extended (build out) at south-west side of the junction which will provide more space.</p>		<p>Reviewed throughout the ETO period</p>		<p>The provision of widened footways and buildouts should minimise the effect of the shared use space.</p>

children who are less confident or spatially aware.					
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Appendix 1

Is the policy/savings proposal/restructure/transformation decision likely to breach equalities duties below? If the proposal/policy is not remote or peripheral to the substance of the duties set out below then an Equality Analysis is relevant.

Overview of Equality Act 2010 General Public Sector Equalities duties

Equality Act 2010 - Section 149, Part 11, Public Sector Equality Duty

(1) A public authority must, in the exercise of its functions, have due regard to the need to-

- (a) Eliminate discrimination, harassment, victimisation and eliminate any other conduct that is prohibited by or under the Act;
- (b) Advance equality of opportunity between persons who share a relevant protected characteristic and person who do not share it;
- (c) Foster good relations between persons who share a relevant protected characteristic and persons who do not share it;

(2) A person who is not a public authority but who exercises public functions must, in the exercises of those functions, have due regard to the matters mentioned in subsection 1 above.

(3) Having due regard to the need to advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it involves having due regard, in particular, to the need to-

- a) remove or minimise disadvantages suffered by persons who share a relevant characteristic that are connected to that characteristic;
- b) take steps to meet the needs of persons who share a relevant protected characteristic that are different from the needs of persons who do not share it;
- c) encourage persons who share a relevant protected characteristic to participate in public life or in any other activity in which participation by such persons is disproportionately low.

(4) The steps involved in meeting the needs of disabled persons that are different from the needs of persons who are not disabled include, in particular, steps to take account of disabled persons' disabilities.

(5) Having due regard to the need to foster good relations between persons who share a relevant protected characteristic and persons who do not share it involves having due regard, in particular, to the need to:

- a) Tackle prejudice, and
- b) Promote understanding.

(6) Compliance with the duties in this section may involve treating some persons more favourably than others; but that is not to be taken as permitting conduct that would otherwise be prohibited by or under this Act.

(7) The relevant protected characteristics are:

- a) Age;
- b) Disability;
- c) Gender reassignment;
- d) Pregnancy and maternity;
- e) Race;
- f) Religion or belief;
- g) Sex;
- h) Sexual orientation.

Equality Act 2010 - Section 20, Part 2 - Duty to make adjustments for disabled people

- (1) Where a provision, criterion or practice of a public body puts a disabled person at a substantial disadvantage in relation to a relevant matter in comparison with persons who are not disabled, to take such steps as it is reasonable to have to take to avoid the disadvantage.
- (2) Where a physical feature puts a disabled person at a substantial disadvantage in relation to a relevant matter in comparison with persons who are not disabled, to take such steps as it is reasonable to have to take to avoid the disadvantage.
- (3) Where a disabled person would, but for the provision of an auxiliary aid, be put at a substantial disadvantage in relation to a relevant matter in comparison with persons who are not disabled, to take such steps as it is reasonable to have to take to provide the auxiliary aid.

Under Section 39, Part 5 of the Equality Act 2010, Employers must not discriminate against or victimise an employee:

- as to the terms of employment;
- in the way they make access to opportunities for promotion, transfer or training or for receiving any other benefit, facility or service;
- by dismissing the employee; or subjecting them to any other detriment;

- Employers must ensure that they do not deny workers access to benefits because of a protected characteristic.
- Where denying access to a benefit or offering it on less favourable terms the employer must be able to objectively justify the rule or practice as a proportionate means of achieving a legitimate aim.

Sections 64 and 65 relate to equal pay between men and women.

- These equal pay provisions apply to all contractual terms including wages and salaries, non-discretionary bonuses, holiday pay, sick pay, overtime, shift payments, and occupational pension benefits, and to non-monetary terms such as leave entitlements or access to benefits.
- Other sex discrimination provisions apply to non-contractual pay and benefits such as purely discretionary bonuses, promotions, transfers and training and offers of employment or appointments to office.

Appendix 2

Human Rights Act 1998 which came into force in 2000

Does your proposal breach any of these Articles

Article 2 - Right to Life

Article 3 - Protection from torture and inhuman or degrading treatment or punishment

Article 4 - Protection from slavery and forced or compulsory labour

Article 5 - The right to liberty and security of person

Article 6 - The right to a fair trial

Article 7 - Protection from retrospective criminal offences

Article 8 - The protection of private and family life

Article 9 - Freedom of thought, conscience and religion

Article 10 - Freedom of expression

Article 11 - Freedom of association and assembly

Article 12 - The right to marry and found a family

Article 14 - Freedom from discrimination

For more information contact:

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