

Proposal/Policy/Project Title: Southall Lane highway improvement scheme

Equality Impact Assessment

Project ID:	Southall Lane highway improvements
Pillar for Tackling Inequalities (see Action Plan)	
Directorate:	Customer Services, Environment and Culture
Version:	v1
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Updated by:	Joseph Algar

Please provide a brief description of the proposal/Policy or project including its aim and expected outcomes:

The proposals aim to improve the walking and cycling facilities on Southall Lane and High Street, between A312 Parkway and Hayes Road, as well as improvements to a small section of Cranford Lane. The 1 mile of improvements will create a cycle route that is fully separated from traffic, which will connect residential areas and local services.

The scope of the proposal includes:

- Introduction of segregated cycle tracks and shared use footways.
- Introduction of new pedestrian and cycle crossings.
- Improvements to existing junctions and crossing points.
- Bus stop improvements.

The plans form part of the Council's long-term vision to create a high-quality network of cycle lanes to encourage people to cycle more. Furthermore, the proposal contributes towards the Council's objective to improve the accessibility of our streets for pedestrians, particularly for those with mobility or sight impairments. Other aims of the scheme are to reduce the number of road traffic accidents on the aforementioned roads, improve the bus journey times and reduce noise by restricting the use of the road by heavy goods vehicles.

Who is the policy/ proposal going to affect and in what way? Please use evidence to support your analysis. Use separate sheets if necessary.

Age

Bus passenger journey times – there may be an increase in bus journey times on some routes and directions at the Cranford Lane and Hayes Road mini roundabout due to the introduction of formal pedestrian and cycle crossings. The impact of this may be felt slightly more by older or younger people as bus use is higher among these age groups. Traffic modelling has been undertaken to assess the impacts of the scheme on bus journey times, which showed a minimal increase in the journey time of some routes and reductions in others.

Bus stop relocation – Changing the location of bus stops may have a potentially negative impact on bus passengers with reduced mobility if the distance between bus stops increases or if the location of the stop is moved away from key origin or destination points. The extent of the impact will be felt more by people who may be less able to walk longer distances or be more reliant on the bus network for reaching their destination. The bus stops north of Spitfire Way are being relocated approximately 25m to improve road safety for when both bus stops are in use at the same time. There are no residential properties within the vicinity of the bus stops and the stops mainly serve the industrial units on Spitfire Way, therefore the impact of this is minimal.

Share use footways - New shared use is proposed on this scheme meaning 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 children who are less confident or spatially aware.

Construction impacts – During construction of new road layouts, diversions for pedestrians or bus passengers may be required. Traffic management equipment, temporary signage, online information and local letter drops are used to inform customers in advance of the changes on street. There may however still be some negative impacts for some people due to increased or diverted walking routes for temporary periods of time. This may be felt more so by those with physical or visual impairments or restricted mobility, who may find walking for longer distances more difficult or who may be less comfortable navigating streets where the surroundings are unfamiliar.

Disability

Bus passenger journey times – there may be an increase in bus journey times due to the introduction of formal pedestrian and cycle crossings at the Cranford Lane and Hayes Road mini roundabout. The impact of this may be felt slightly more so by people within this group such as those with reduced mobility who may rely more on buses to get around. Traffic modelling has been undertaken to assess the impacts of the scheme on bus journey times, which showed a minimal increase in the journey time of some routes and reductions in others.

Bus stop relocation – Changing the location of bus stops may have a potentially negative impact on bus passengers of all age ranges if the distance between bus stops increases or if the location of the stop is moved away from key origin or destination points. The extent of the impact will be felt more by younger or older people who may be less able to walk longer distances or be more reliant on the bus network for reaching their destination. The bus stops north of Spitfire Way are being relocated approximately 25m to improve road safety when both bus stops are in use at the same time. There are no residential properties within the vicinity of the bus stops and the stops mainly serve the industrial units on Spitfire Way, therefore the impact of this is minimal.

Share use footways - New shared use is proposed on this scheme meaning 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 children who are less confident or spatially aware.

Construction impacts – During construction of new road layouts, diversions for pedestrians due to footway or crossing closures or for bus passengers due to temporary closures or relocations of bus stops or services may be required. Traffic management equipment, temporary signage, online information and local letter drops are used to inform customers in advance of the changes on street. There may however still be some negative impacts for some people due to increased or diverted walking routes for temporary periods of time. This may be felt more so by older or younger people who may find walking for longer distances more difficult or who may be less comfortable navigating streets where the surroundings are unfamiliar.

Continuous footways - Whilst continuous footways are intended to establish pedestrian priority across side roads and reduce vehicles speeds when turning across them, they may pose a negative impact to those with visual impairments or a cognitive impairment such as dementia as the usual clues indicating the presence of a side road crossing (e.g. tactile paving and dropped kerbs) would not be present or legible.

Pregnancy & Maternity

Bus stop relocation - Changing the location of bus stops will have a potentially negative impact on bus passengers who are pregnant or caring for young children if the distance between bus stops increases or if the location of the stop is moved away from key origin or destination points. The extent of the impact will be greater for pregnant women or new mothers who may be less able to walk longer distances or be more reliant on the bus network for reaching their destination. The bus stops north of Spitfire Way are being relocated approximately 25m to improve road safety when both bus stops are in use at the same time. There are no residential properties within the vicinity of the bus stops and the stops mainly serve the industrial units on Spitfire Way, therefore the impact of this is minimal.

Shared use - New shared use is proposed on some schemes meaning 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 small negative impact on pregnant people who may feel intimidated by the presence of cyclists due to their reduced mobility.

Instructions	Descriptor	Score	Potential Impact on Equality groups /Individual(s)	The Potential for complaint/Litigation	Impact Scoring consideration
List each aspect of the project/policy or change you wish to make and allocate a score against the protected groups to show the level of impact the change could have for that population. Use the scoring matrix shown in the key. Then outline your rationale for that score in the comments section.	Very High	5	Severe impact causing disadvantage to all or some equality groups - leading to a breach in equality legislation	Litigation certain	Must undertake full EIA -and work with Equalities team
	High	4	Substantive impact on all or some equality groups - leading to a breach in equality legislation	Expect Litigation/ Resident Petitions etc	Savings proposal / Service closure/changes to eligibility criteria/charging polices, disruption to services. Must undertake full EIA -and work with Equality
	Moderate /Medium	3	Impact on some equality groups likely	Litigation possible but not certain. High potential for complaint.	Moderate Impact – seek advice from equality team
	Low	2	Some remote impact for some groups - mitigation needs to be included in main cabinet report	Complaint and Litigation unlikely	If there is some minimal risk to organisation, undertake Initial Equality Analysis -as above incorporate into main report
	Negligible impact	1	No impact or adverse outcome for any equality group or individuals	Unlikely to cause complaints / litigation	If there is no risk at all to organisation, identify legal duty in main report and use standard equality text to show that you have considered the Equality Act 2010 and concluded neither positive nor negative impact

1. Decide whether you need to carry out a full Equality Impact Assessment by completing the scores for each protected characteristic. Project /policy aspect or change area - Could the strategy / policy / plan / proposal / decision have a negative impact on any of the protected characteristic groups (i.e. it could disadvantage them) or could it have a positive impact on any of the groups (for example promoting equality and addressing inequalities?) If there's no relevance to your work, please state 'not applicable'.	Score	Issues & rationale for scoring
Age	2	There may be a minor impact on this group, however the positive impacts of the scheme are likely to outweigh the negative.
Disability	2	There may be a minor impact on this group, however the positive impacts of the scheme are likely to outweigh the negative.
Sex	1	No impact or adverse outcome of the scheme has been identified for this equality group or individual.
Gender reassignment	1	No impact or adverse outcome of the scheme has been identified for this equality group or individual.
Religion/belief	1	No impact or adverse outcome of the scheme has been identified for this equality group or individual.
Sexual orientation	1	No impact or adverse outcome of the scheme has been identified for this equality group or individual.
Race	1	No impact or adverse outcome of the scheme has been identified for this equality group or individual.
Pregnancy and Maternity	2	There may be a minor impact on this group, however the positive impacts of the scheme are likely to outweigh the negative.
Fostering good relations & community cohesion	1	No impact or adverse outcome of the scheme has been identified for this equality group or individual.
Human Rights (see overview for Human Rights articles)	1	No impact or adverse outcome of the scheme has been identified for this equality group or individual.
Total score	13	As the score is lower than 20 and no scores are judged to be higher than 2, no further equalities assessment is required.

List any positive impacts on equality and diversity, and the measures that can be used to demonstrate that. Please use this explanation in your Cabinet Report under the Equality paragraph.

Age

Bus passenger journey times – there may be a decrease in bus journey times due to the new road layout and infilling of the existing bus stop laybys. The impact of this may be felt slightly more so by older or younger people as bus use is higher among these age groups. Traffic modelling has been undertaken to assess the impacts of the scheme on bus journey times, which showed a minimal increase in the journey time of some routes and reductions in others.

Bus stop accessibility – The bus stop opposite Cranford Community College currently does not comply with TfL’s Bus Stop Accessibility Guidance. The scheme will create a new “bus stop boarder”, which will make it easier for buses to pick up and set down passengers at the kerbside. Improvements to the bus stop layouts will bring benefits to pedestrians of all ages, particularly by older or younger bus users.

Safety / feeling of safety – Infrastructure improvements such as widened footways, segregated cycle tracks, new crossings, reduced traffic volumes, reduced numbers of HGVs provide physical separation or reduced interaction between people and motor traffic. Improved safety, and / or improved perception of safety is expected to have a positive impact on those of all age groups, particularly the young and older people who may not walk or cycle currently. This could increase active travel among this protected characteristic.

Crossings – Infrastructure improvements such as the introduction of continuous footways, side road entry treatments, tactile paving and shorter crossing distances provide a more positive experience for people of all ages, especially younger or older people who may have slower walking speeds or be less able to walk very far. Furthermore, simplified street layouts make it easier for pedestrians of all ages to navigate and may also reduce the walking distance.

Encouraging more active travel – A key objective within Hounslow’s Local Implementation Plan is to improve the quality and safety of our streets, by implementing new or improved infrastructure. This includes measures such as improvements to crossings, addressing maintenance issues and implementing flush. 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, improvements to the street environment such as more even surfaces, widened footways and flush crossings will make it easier for them to navigate, leading to a better experience with the potential for more active travel among this group.

Research shows cycling is most popular with people aged between 25 and 40. However, a key barrier to cycling is the lack of segregated facilities. It is anticipated that introducing a segregated cycle track will encourage cycling growth among people of a wider age range. In order to encourage people from a range of age groups to use the route, schemes provide connections to a variety of services and facilities, including local schools. Furthermore, the changes may also assist those who might like to cycle, or cycle more, if conditions for cycling were improved.

Disability

Bus passenger journey times – there may be a decrease in bus journey times due to the new road layout and infilling the existing bus stop laybys. The impact of this may be felt slightly more so by people within this group such as those with reduced mobility who may rely more on buses to get around. Traffic modelling has been undertaken to assess the impacts of the scheme on bus journey times, which showed a minimal increase in the journey time of some routes and reductions in others.

Bus stop accessibility – The bus stop opposite Cranford Community College currently does not comply with TfL’s Bus Stop Accessibility Guidance, which may make this bus stop inaccessible by those with a cognitive or physical disability. The scheme will create a new “bus stop boarder”, which will make it easier for buses to pick up and set down passengers at the kerbside. Improvements to the bus stop layout will make it easier for those in with cognitive or physical to board or alight buses at this stop.

Crossings – Infrastructure improvements such as improved and new pedestrian crossings, with shorter crossing distances and more space, provide a more positive experience for all pedestrians, especially those with a cognitive or physical disability who may have slower walking speeds or be less able to walk very far. Simplified street layouts make it easier for pedestrians with a cognitive impairment to navigate and may also reduce the walking distance for those with physical disabilities. Other street improvements include the introduction of continuous footways, side road entry treatments, flush crossing surfaces with tactile paving and decluttering of street furniture. All these improvements will make the pedestrian experience smoother and more comfortable or more easily navigable for people with physical impairments.

Encouraging more active travel – Cycles can act as a mobility aid for those who find walking difficult or cannot walk at all. Some people with disabilities ride standard bicycles; others use one of the many types of adapted cycles available, such as tandems, tricycles, hand cycles or electric bikes. Introduction of segregated cycling facilities and crossing may encourage more people with mobility issues to cycle.

Pregnancy & Maternity

Crossings – Infrastructure improvements such as improved and new pedestrian crossings with shorter crossing distances and more space provide a more positive experience for all pedestrians, especially those with reduced mobility due to pregnancy may have slower walking speeds or be less able to walk long distances. Other street improvements include the introduction of continuous footways, side road entry treatments, flush crossing surfaces with tactile paving and decluttering of street furniture. All of these changes will also make the pedestrian experience smoother, more comfortable and more easily navigable for people during pregnancy or those with buggies and pushchairs.

Outline what is being done to promote equality and diversity within the policy/project or change, and how you will evaluate how effective this has been? Please see the 'Tackling Inequality' section below (under number 5).

The proposals will contribute to the 10 'Tackling Inequality' Objectives for Equality groups as it contributes to addressing the following:

ii) Contribute to increasing civic assets in wards with poorest access to civic assets

The majority of the highway improvement scheme falls within an area of the borough that's within the top 20% for deprivation. Implementation of the proposals will improve the public highways, which will contribute towards increasing the civic assets within one of the most deprived areas of the borough.

vii) Contribute to improved health, including accessing to screening, mental health needs, any disproportionate health inequality affecting Black Asian and Minority Ethnic and other equality groups. Reduce carbon emissions and contribute to green recovery in high pollution neighbourhoods.

The majority of the highway improvement scheme falls within an area of the borough that's within the top 20% for health deprivation and disability. Implementation of the proposals will make the walking and cycling more attractive, which will hopefully encourage more people to walk and cycle. This could bring health benefit to all people who choose to walk and cycle more. Increasing the number of journeys undertaken by foot or cycle will help to reduce carbon emissions and contribute towards the green recovery.

When to do a full Equality Impact Assessment? If your initial assessment above scores less than 20 points and you have no individual scores of greater than 2 (for each characteristic), then your initial equality impact assessment ends here. You will need to review and update this regularly throughout the life cycle of the project/policy as you have more detail about the service area or change that is being implemented.

None of the individual scores are greater than 2 and the overall score is less than 20, therefore no further assessment is required. The contents of this document will be reviewed and updated accordingly.

2. In the context of your response to Question 1, who should be consulted in order to identify if there is any likely impact and how it can be reduced / removed and any positive impact maximised? Please specify the equality groups you are consulting, including timescales for the consultation period. If there are to be alternative formats for information required (Easy read, braille, large print, audio), please factor this into your consultation period.

3. As a result of this assessment / consultation feedback / research and available evidence collected, state what changes to the strategy/ policy/plan/proposal/decision are recommended? Please specify:

4. Assuming all the changes identified in response to Question 3 are undertaken, what is the likely risk and potential of the strategy / policy / plan / proposal / decision to promoting equality and addressing inequalities (indicate one risk rating for each group): Negligible impact 1, Low 2, Moderate /Medium 3, High 4 or Very High 5.	Score	Issues & rationale for scoring
Age		
Disability		
Sex		
Gender reassignment		
Religion/belief		

Sexual orientation		
Race		
Pregnancy and Maternity		
Fostering good relations & community cohesion		
Human Rights (see overview for Human Rights articles)		
Total score		

5. Additional comments and recommendations. Please highlight your action plan to mitigate or minimise disadvantage for the groups above. Demonstrate how you are giving regard to the 'Tackling Inequality' objectives (please see notes below):

Set out how your Strategy/Policy/Project/Programme will contribute to the 10 'Tackling Inequality' Objectives for Equality groups as well as reduce inequalities at ward level.

i) Contribute to alleviating deprivation in wards ranked as 20% most deprived including fuel poverty, food poverty and reducing debts. Supporting small area-based interventions.

ii) Contribute to increasing civic assets in wards with poorest access to civic assets

iii) Contribute to supporting Economic recovery for Equality groups by creating employment opportunities, improving diversity of sectors in the borough (i.e green sector, IT), tackling unemployment levels in wards, improve employability and access to employment and retraining to growth opportunities for residents from Black, Asian and Minority Ethnic, and other equality groups in the Green Recovery Sector. Improve career pathways for younger people

iv) Contribute to digital connectivity, literacy and access to devices for equality groups

v) Contribute to reducing overcrowding in housing or increase access to affordable housing

vi) Contribute to improving poor educational attainment levels with targeted projects to support communities and parents whose children are under performing or excluded. Actions to reduce disproportionate impact on Black young people of the criminal justice system, policing

vii) Contribute to improved health, including accessing to screening, mental health needs, any disproportionate health inequality affecting Black Asian and Minority Ethnic and other equality groups. Reduce carbon emissions and contribute to green recovery in high pollution neighbourhoods.

viii) Contribute to building community capacity and social capital, identifying projects and support to develop long term partnerships with Black Asian and Other Ethnic Minority communities in the top ten wards ranked highest in deprivation.

ix) Contribute to improved engagement with equality groups, including co-productions and co-design of community solutions with Black Asian and Minority Ethnic parents and White disempowered communities

x) Contribute to increasing diversity across the organisations and improving our brand as an employer of choice

Link to Tackling Race inequalities Action Plan -

<https://democraticservices.hounslow.gov.uk/%28S%28tcnkxyi0vend4pvoufdmom45%29%29/documents/s164055/Tackling%20Race%20Inequality.pdf>

Contact Celia Golden or Sarfraz Kherdin for assistance or advice