

Long Term Transport Strategy

Department

Everyone

Person Responsible

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Complete

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Impact Assessment Data

5. What effects could your policy have on different equality groups and on cohesion and good relations?

5.1 Age (select all that apply)

- Positive
- Neutral

The objective of the LTTS is to provide guidance for future investment in transport throughout the borough. It does not in itself contain schemes which may be detrimental to certain age groups, however the general content of the LTTS is likely to be positive as one of the key concepts is improving the quality of the urban realm for all users and increasing access to modes of transport such as walking, which are age-neutral. It may also benefit young people by improving access to cycling and public transport, which are accessible without a driving license.

Responses to the public consultation carried out as part of the development of the LTTS did not suggest that members of the public or stakeholders had concerns over the impact of the strategy on particular age groups. Relevant stakeholders specifically consulted included (inter alia) Age Concern, schools and assisted living organisations. None of these groups provided any comment or highlighted any concerns.

The respondents to the public consultation were split over the age groups, as can be seen in the document uploaded with this assessment that sets out the results of the monitoring questions that formed part of the questionnaire. The respondents were comparatively evenly distributed over the 25 to 64 year old age groups, with fewer responses from those in the 16 to 24 and 65+ age groups. However, it should be noted that though they were not a majority 9.4% of respondents were from the 16 to 24 age group. With the largest majority group being 40 to 45 at only 20%, this suggests the younger population was adequately represented.

Census results indicate that 25% of the population of Brent are aged between 30 to 44 years old. 37.64% of responses came from this age group, suggesting it is reflective of this group.

5.2 Disability (select all that apply)

- Positive
- Neutral

Consultation carried out as part of the development of the LTTS did not indicate that organisations concerned with disabled access or welfare believed the contents of the LTTS would be detrimental to those they represent. Steps were taken as part of the process to ensure that all the relevant groups within the borough and where necessary national organisations were contacted to ensure adequate input from those with mobility impairment could be incorporated. However, these groups did not provide comment or raise any concerns.

As can be seen in the uploaded document, 9.3% of respondents to the survey indicated that they have a disability. It is difficult to directly compare this figure with census data as the questions asked in the census refer to whether activities carried out as part of everyday life are impacted by health. This may therefore be interpreted differently to "disability". However, the census indicated that 1 in 7 (14.5%) Brent residents considered that their health had a limiting impact on their day to day activities, 7% of residents felt their day-to-day activities were limited a lot and 7.5% of residents felt their day-to-day activities were limited a little. 9.3% falls within this range and therefore it is felt that those with disabilities were proportionately represented within the consultation. No comments were made to indicate that those individuals identifying as having a disability while responding to the consultation were concerned over how the contents of the LTTS would impact them

The LTTS indicates that Brent Borough Council will work to lobby TfL for improved public transport services and step free access. Along with other measures such as improved urban realm and reduced congestion, it is likely that the net effect on those with disabilities will be positive. However, it should be noted that all the strategies and schemes developed to implement the LTTS will be the subject of their own individual Equality Assessments. Therefore, if concerns arise regarding specific schemes or policies, they will be addressed in full at that stage and if necessary mitigation provided.

5.3 Gender identity and expression (select all that apply)

- Unknown

This characteristic is historically under-reported which makes it difficult to assess whether this group were fully reflected within the results of the public consultation. The census did not gather information on this feature and it was not included in the standard monitoring questions provided as part of the consultation. It is therefore felt that the impacts of the LTTS on gender identity are not known at this time, however no comments were received that would indicate concern from these groups.

It should be noted that as and when schemes or policies come forward with reference to the LTTS Equality Assessments will be produced that will make every effort to reflect all demographic groups within the borough and highlight any impacts that may ensue. However, due to past stigma it can be difficult to achieve high levels of feedback from some groups.

5.4 Marriage and civil partnership (select all that apply)

- Neutral

Questions regarding marriage and civil partnerships were not included within the monitoring section of the questionnaire as the standard format provided did not allow for it. We therefore cannot provide a direct comparison between the respondents and the overall population of the borough. However, it should be noted that the LTTS has been formulated to provide a framework for improvements to the transport networks for everyone. There is nothing to indicate that it will effect those in marriages and civil partnerships differently as they are not differentiated between when accessing either the street networks or public transport.

As pointed out above, all the strategies and schemes that are influenced by or designed to implement the LTTS will be subject to their own individual Equality Assessments at which point further impacts can be identified and mitigated where required.

5.5 Pregnancy and maternity (select all that apply)

- Positive
- Neutral

Questions regarding pregnancy and maternity were not asked by the questionnaire as the standard monitoring questions provided did not include them. Therefore it is not possible to provide a comparison with census data. However, it should be noted that we did not receive comments suggesting that the contents of the LTTS would adversely impact either mothers or pregnant women.

However, the needs of those accessing the transport networks while either pregnant or accompanying young children have been considered and it is hoped that the overall impact on these groups will be positive. This is due to the fact that particularly young mothers are often disproportionately dependent on public transport to access services, therefore continued lobbying for improved bus, tube and train services should result in an increased ability to access services.

Again, any policy or scheme that is developed or implemented as part of the LTTS will be the subject of an individual Equality Assessment in order to ensure any impacts are highlighted and dealt with. Impacts on pregnancy and maternity will be assessed at this time and if necessary mitigation will be considered.

5.6 Race (select all that apply)

- Neutral

As can be seen in the uploaded document, the respondents to the consultation were split over the various ethnic groups identified. Some groups were represented in proportion to the population while some groups were not. In particular, those identifying as white British/ English / Welsh / Scottish / Northern Irish made up 35% of responses, whilst only being 18% of the population of the borough according to census data. Also, those identifying as Asian or Asian British: Indian made up 6.76% of responses, while being 18% of the population according to the census. Other ethnic groups were represented roughly in proportion to their borough wide population.

No comments were received from members of the public to indicate that they felt the LTTS would disproportionately impact on a particular ethnic group.

As part of the stakeholder consultation community groups were contacted to invite them to comment. Contact was particularly sought with groups that have been under-represented in the past within consultations, including those of Asian or Black heritage. However no responses were received from these community groups.

There is no evidence to suggest that different ethnic groups will be differently impacted by the content of the LTTS. The LTTS seeks to set out how transport opportunities might be improved for all residents, businesses and visitors regardless of ethnic group. However, as future Equality Assessments are carried out during the implementation of the LTTS further effort will be made to ensure all groups are represented within public consultation and that their needs are reflected within scheme development.

5.7 Religion or belief (select all that apply)

- Neutral

Responses to the consultation suggest that some religious groups are more proportionately represented within the

results than others. The proportion of responses from Sikh, Jewish and Buddhist residents accurately reflects the percentages of the population made up by these groups. However, it is apparent that the proportion of responses from those identifying as Christian, Hindu and Muslim as lower than their respective populations indicated by the census. Conversely, those identifying as having no religious belief make up a larger proportion of responses than they do the general population.

No comments were received from members of the public to suggest they were concerned regarding potential impacts of the LTTS on their religious group.

Groups representing specific religions were contacted for comment as part of the stakeholder consultation, however we received no feedback from these organisations.

There is no evidence that the contents of the LTTS will adversely or otherwise impact specific religious groups, and the strategic nature of the LTTS should result in an equal impact over the whole population. Therefore, it is felt that at the current time the LTTS is likely to have a neutral impact on religion and belief. However, as further Equality Assessments are carried out on the policies and schemes developed to implement the objectives of the LTTS impacts on religion and belief will be highlighted and defined. At this stage if any group is shown to be at a disadvantage justification will be required and mitigation considered.

5.8 Sex (select all that apply)

- Neutral

The results of the public consultation indicated that 53% of respondents were male and 43% were female with the residual percentage preferring not to say. This is approximately in line with the proportions shown by the census, which indicates a slightly higher male population than female.

There were no comments received from either members of the public or stakeholders to suggest that either sex believed themselves to be adversely impacted by the contents of the LTTS. Given the high-level, strategic nature of the LTTS it is likely that at this stage impacts will be gender neutral as the contents are designed to benefit all residents of the borough and do not define individual schemes.

As the LTTS is implemented, further Equality Assessments on policies and schemes will seek to further assess how individual elements will potentially impact on gender and whether these impacts are positive or negative. If negative impacts are identified justification and mitigation will be considered.

5.9 Sexual orientation (select all that apply)

- Unknown

As can be seen in the uploaded document, 21% of respondents preferred not to answer the question regarding sexual orientation. The majority of responses were from those identifying as heterosexual, with very few identifying as either lesbian or gay man. From those that did respond, no comments regarding the impacts of the strategy on this group were received.

Groups representing different gender identities were contacted as part of the stakeholder consultation, however no feedback was received from them.

The census did not gather information on this feature so it is not possible to provide a comparison to the population of Brent. It is therefore felt that the impacts of the LTTS on gender identity are not known at this time as there is very little information available.

As the LTTS moves towards implementation further Equality Assessments on individual policies and schemes will seek to more clearly define whether sexual orientation will be a factor in their impact. If issues are highlighted, further work will be required to assess how they might be mitigated.

5.10 Other (please specify) (select all that apply)

- Unknown

6. Please provide a brief summary of any research or engagement initiatives that have been carried out to formulate your proposal.

What did you find out from consultation or data analysis?

Were the participants in any engagement initiatives representative of the people who will be affected by your proposal?

How did your findings and the wider evidence base inform the proposal?

Data analysis was carried out on the consultation document prior to taking the previous draft of the LTTS out to public consultation. This indicated that the consultation document was equality neutral. However, following public consultation significant changes were made to the LTTS to ensure it reflected the consultation responses and therefore a new Equality Assessment has been carried out.

The public and stakeholder consultation was carried out in summer 2014 and incorporated a questionnaire, events and contacting separately all relevant stakeholder groups within the borough to ask for direct comment. These included groups representing particular sections of the community, such as religious groups, the elderly and young, disabled

and mobility impaired and different ethnicities. The objectives of the LTTS are expected to be implemented throughout the borough, therefore it was felt to be important that as many groups as possible responded to the consultation. There were no comments received to suggest that the LTTS will effect any group adversely as compared with other groups. A full list of comments received has been included as part of the cabinet report. As can be seen in the uploaded document outlining the results of the monitoring questions, some groups were more heavily represented within the results than others, however it is also evident that all groups were represented to some level. Following consultation, the contents of the LTTS have been altered to make it more reflective of the comments received, particularly regarding air quality, walking, health and disability. The Objectives have been simplified and made more prominent in the document.

The LTTS does not contain an action plan as it is expected to be implemented via the action plans of its daughter documents and the Local Implementation Plan. This is set out in the introduction to the LTTS.

7. Could any of the impacts you have identified be unlawful under the Equality Act 2010?

- No

8. What actions will you take to enhance any potential positive impacts that you have identified?

As and when the daughter documents of the LTTS are formulated Equality Assessments will be carried out alongside the development process. These will seek to identify and enhance any positive impacts that they may contain. It should be noted that the LTTS is a high-level document that does not contain specific schemes itself. It will be implemented via the formulation and implementation of a series of strategies and policies which themselves will contain actions plans and schemes. Given the fact that the LTTS will only be implemented via these documents it is felt that ensuring the action plans associated with them are positive in their impact is the most effective way of emphasising the positive impacts of the LTTS.

9. What actions will you take to remove or reduce any potential negative impacts that you have identified?

Similar to emphasising the positive impacts, we will ensure that as the daughter documents of the LTTS and the policies and actions they will contain are developed Equality Assessments are carried out as part of the process and as such are best placed to highlight any potential negative impacts that may require further work in terms of justification and/or mitigation. This will then enable us to reduce or remove the negative element from the proposal before it can adversely impact a protected group.

10. Please explain the justification for any remaining negative impacts.

There will be no further negative impacts