

Equality Analysis Wembley Transport Improvement Projects

Department

Regeneration & Environment

Person Responsible

Grace Eminton

Created

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Next Review

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Screening Data

1. What are the objectives and expected outcomes of your proposal? Why is it needed? Make sure you highlight any proposed changes.

Wembley is one of Brent's five Growth Areas. The Wembley Area Action Plan sets key objectives for the Growth Area which are: to significantly accelerate and increase the number of homes; to provide the right quality environment to attract private sector investment; to unlock future housing and commercial potential; to create new jobs and opportunities for economic growth; and to provide the physical and social infrastructure to support new and existing communities.

In order to meet these objectives, improvements are required to the road network in Wembley. The Council has identified, within the Wembley Area Action Plan (WAAP), a series of highway infrastructure projects and highway improvement works that are required to support planned growth. These improvements are increasingly pertinent with the forthcoming Borough of Culture 2020 and Euro 2020 football matches. The delivery of these works will assist in showcasing Wembley's regeneration and economic potential.

The highway projects and works proposed in the WAAP focus on four key areas:

- Introducing two-way working within the Wembley Industrial Estate;
- Reconnecting the road network between North End Road and Bridge Road;
- Improving the Western Transport Corridor (between Wembley Triangle and Forty Lane);
- Improving the environment and traffic flow on the Wembley Transport Corridor (between Ealing Road and South Way), focusing on Wembley High Road. This is a key aspect of the regeneration of Wembley.

The specific works within these four areas involve a range of schemes including new bridges to improve connectivity for pedestrians and cyclists, and changes to the layout of roundabouts and major junctions to improve road safety. These proposals are expected to improve the environment for walking, cycling and bus accessibility; improve accessibility and permeability to town centres; improve bus reliability; and improve highway safety. They will also support the local economy by providing a more attractive retail environment, increase reliability for delivery vehicles and support local employment.

New infrastructure schemes that are planned and implemented as part of the proposal will be in accordance with the latest design and safety standards. Consultation and consideration of equality implications will be undertaken for each individual scheme. This will assess and address the particular impacts on people of affected characteristics, and responses will be considered as part of the scheme to be delivered. As yet, there is no evidence to suggest that any of the schemes within the proposal will have an adverse impact on any of the equality groups listed.

Sources:

- Brent Council (2015) *Wembley Area Action Plan*

2. Who is affected by the proposal? Consider residents, staff and external stakeholders.

The Wembley Transport Improvements Projects aim to improve the highway environment and safety, as well as improve accessibility to town centres and encourage changes in travel behaviour which will have an effect on everyone who lives, works and/or studies in Wembley, as well as those who visit Wembley or pass through it. The projects will also affect businesses that operate in Wembley, particularly those on the Wembley Industrial Estate and along the Wembley Transport Corridor, as well as in other parts of Brent and neighbouring boroughs.

The improvement projects consist of a range of schemes targeted at specific road junctions or locations because of an existing poor history regarding road traffic collisions, congestion, and/or an environment that discourages sustainable travel. The proposals will have the greatest benefit to pedestrians and cyclists due to road safety and accessibility improvements, and to bus users due to improvements in bus reliability. Businesses in the Wembley Industrial Estate and those who provide local delivery services will also benefit from less congestion and improvements in traffic flow as congestion negatively impacts on service delivery and the local economy.

3.1. Could the proposal impact on people in different ways because of their equality characteristics?

- Yes

The Wembley Transport Improvement Projects are a series of highway schemes that will impact on everyone who lives or works in Wembley, as well as those who visit or pass through. However, the projects may benefit people in different ways and to a different extent because of their equality characteristics. For example, a person with a visual impairment may benefit more from improved pedestrian crossing facilities whereas a young woman may benefit more from a perceived safer walking environment.

Similarly, improvements in bus accessibility along the Wembley Transport Corridor will have greatest benefits for those with accessibility needs who may have difficulties boarding/alighting buses. This group may also benefit more from the proposed bridge by Olympic Way and Wembley Park Drive as this will provide a ramp up to improve accessibility for all, particularly those who have difficulty using steps.

If you answered 'Yes', please indicate which equality characteristic(s) are impacted.

- Age
- Disability
- Pregnancy and maternity
- Race
- Sex
- Other (employment characteristics)

3.2. Could the proposal have a disproportionate impact on some equality groups?

- Yes

If you answered 'Yes', please indicate which equality characteristic(s) are disproportionately impacted.

- Age
- Disability

- Pregnancy and maternity
- Race
- Sex
- Other (employment characteristics)

3.3 Would the proposal change or remove services used by vulnerable groups of people?

- No

Highway engineering schemes targeting specific junctions or areas with a safety issue will result in changes being made to these areas/junctions. Vulnerable groups of people may therefore find that the physical environment has changed or has been restricted due to road works which could pose challenges to disabled people and older residents (e.g. blind or partially sighted residents, people with dementia or people with physical disabilities). Once the works are complete, vulnerable groups of people may be affected in different ways. For example, a zebra crossing may be upgraded to a puffin crossing. This would still permit users to cross the road, albeit as part of a controlled crossing instead of relying on drivers to stop. This would be of benefit to vulnerable groups.

It is not anticipated that implementation of the schemes within the Wembley Transport Improvement Projects will change or remove services used by vulnerable groups of people. Should aspects of schemes that particularly affect vulnerable groups, such as the introduction or removal of disabled parking bays be proposed at the planning and design stage, these will be subject to consultation on a site by site basis.

3.4. Does the proposal relate to an area with known inequalities?

- Yes

The Wembley Transport Improvement Projects would relate to an area with known inequalities and have an impact on residents from deprived areas and disadvantaged backgrounds, and other socio-economic groups.

The schemes included largely affect Tokyngton and Wembley Central wards. The southern edges of Barnhill ward and the northern part of Stonebridge wards are also included.

Stonebridge ward is Brent's most deprived ward. Six of Stonebridges' Lower Super Output Areas (LSOAs) fall into the 10 per cent most deprived areas in England. The part of Barnhill affected by a scheme is also among the 30 per cent of most deprived areas in England. Tokyngton and Wembley Central wards experiences less deprivation though a LSOA in Wembley Central that has a moderate level of deprivation (within the 40 per cent most deprived areas in England) is included in the Wembley Transport Corridor.

3.5. Is the proposal likely to be sensitive or important for some people because of their equality characteristics?

- Yes

If you answered 'Yes', please indicate which equality characteristic(s) are impacted.

- Age
- Disability

- Pregnancy and maternity
- Race
- Sex
- Other (employment characteristics)

The Wembley Transport Improvement Projects include a series of highway engineering schemes, some of which are likely to be important for some people because of their equality characteristics. For example, children and their parents/guardians who do not use active travel to get to school at present may find that the development and delivery of a new cycle/pedestrian bridge enables them to make an active journey to school safely. Improved connectivity may also allow those who are less mobile such as some elderly or disabled people to make new active travel journeys. An enhanced walking environment may also encourage those who are pregnant to make a journey by foot.

3.6. Does the proposal relate to one of Brent's equality objectives?

- Yes

To know and understand all our communities.

To ensure that local public services are responsive to different needs and treat users with dignity and respect.

Recommend this EA for Full Analysis?

Yes

Comments

Three information sources were used to inform this Equality Analysis:

- Brent Council (2015), *Wembley Area Action Plan*
- Office for National Statistics (2015), *English indices of deprivation 2015*
- Brent Joint Strategic Needs Assessment Deprivation (2015) – presentation

Rate this EA

N/A

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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

Overall, Brent's population is projected to rise by 8.2 per cent to some 350,600 residents by 2022 from just over 328,000 residents in 2016. This increase is not projected to be uniform across all ages meaning that those age groups which will see the largest rises are more likely to benefit from any measures implemented as part of the Wembley Transport Improvements Projects. Those aged 65 and over are projected to see a rise of 15.8 per cent over the period 2016 to 2022 compared to 7.9 per cent for those aged 45 to 64 and only 3.9 per cent for young people aged 16 to 24.

Vulnerable groups of people, such as older residents, may find that changes to the physical environment from implementation of schemes such as junction improvements and provision of new or improved pedestrian crossings, as well as enhanced bus accessibility could be beneficial.

Young people are over represented in accidents involving pedestrians. In the 36 months to December 2015, 18.5 per cent of accidents to those whose age was known were to young people aged between 10 and 19 years. Yet, this age group only makes up 11.3 per cent of Brent's population at mid-year 2015. Therefore, schemes which address pedestrian safety will disproportionately benefit this age group.

All schemes that form part of the Wembley Transport Improvement Projects will be subject to an Equality Analysis which will identify any outstanding barriers for groups with protected characteristics and ways in which these can be addressed.

Sources:

- ONS (2015) mid-year estimates
- ONS (2016) mid-year estimates
- GLA interim 2015-based housing led population projections
- Transport for London (TfL) accident data

5.2 Disability (select all that apply)

- Positive

The 2011 Census revealed that just over 14 per cent of Brent residents describe their day-to-day activities as limited by poor health, nearly 7 per cent describe their day to day activities as

limited a lot because of long-term illness, and 5 per cent classify themselves as in bad or very bad health.

At ward level, there is some variation. 7 to 8 per cent of residents in Tokyngton, Wembley Central, Stonebridge and Barnhill describe their activities as limited a lot. This compares to other wards in Brent such as Queens Park where this figure is 5 to 6 per cent. Stonebridge has the highest percentage of residents (6.9 per cent) classifying themselves as being in bad or very bad health. This is in comparison to Northwick Park ward where this figure is 4 per cent.

This variation suggests that the areas of Brent which have the higher numbers of residents in poor health or with a limiting long-term illness are more likely to benefit from highway projects that improve accessibility to buses, or which improve safety at specific junctions by enhancing pedestrian crossing facilities. Also, these individuals may benefit from improved connectivity to town centres, enabling them to undertake activities which may have previously been inaccessible to them.

Individual schemes within the Wembley Transport Improvements Projects will be subject to an Equality Analysis which will identify any outstanding barriers and ways in which they can be addressed. In particular, the schemes will consider any potential impact on the large spectrum of physical and non-physical disabilities and long-term health conditions.

Sources:

- Brent 2011 Census Profile

5.3 Gender identity and expression (select all that apply)

- Neutral

There is no evidence to suggest that residents from this protected characteristic will be disproportionately affected (either positively or negatively). However, consultation will be undertaken for each project to ensure this on a case-by-case basis.

5.4 Marriage and civil partnership (select all that apply)

- Neutral

There is no evidence to suggest that residents from this protected characteristic will be disproportionately affected (either positively or negatively). However, consultation will be undertaken for each project to ensure this on a case-by-case basis.

5.5 Pregnancy and maternity (select all that apply)

- Positive

In 2016, there were 5,236 live births in Brent equating to four per cent of live births in Greater London. Births in Brent rose slightly in 2016 and remain over 32 per cent higher than in 2002.

The rise in the number of births to women resident in Brent means a higher number of pregnant women and parents with dependent children resident in the borough who would see a positive impact from a safer highway environment and increased bus stop accessibility. Also, an improved

public realm from features such as the provision of new benches and places to rest, and street trees, would create a more pleasant walking environment.

All schemes, including those which are not directly aimed at improving accessibility for people within the pregnancy and maternity protected characteristic, will be subject to an Equality Analysis which will identify any outstanding barriers and ways in which they can be addressed.

Sources:

- ONS 2016 mid-year estimates

5.6 Race (select all that apply)

- Positive

Brent ranked as the second most diverse local authority in England & Wales in the most recent Census estimates using Simpson's Diversity Index. However, this level of diversity varies across Brent's wards.

Stonebridge had a far higher (25 to 47 per cent) number of residents of 'Black' ethnicity than Barnhill or Tokyngton wards (21 to 24 per cent). This figure for Wembley Central ward was lower at 5 to 14 per cent. Wembley Central had the greatest number of 'Asian or Asian British' residents. Barnhill had the most residents categorised as 'Other' which includes Arab and Chinese and any other groups not included in the 'White', 'Mixed', 'Asian' or 'Black' categories.

Data from the London Travel Demand Survey (LTDS) shows that Brent residents from 'mixed, other or Arab' backgrounds undertake on average the most walking trips per person per day; 0.78 walking trips respectively. Given the diversity amongst the wards that are affected by the Wembley Transport Improvement Projects, all schemes that improve highway safety and the environment are likely to encourage walking and would therefore be particularly positive for all ethnic groups but may disproportionately benefit those from 'mixed, other and Arab' backgrounds who already walk more.

When it comes to bus trips, Black residents in Brent make the most bus trips per person per day (0.6) compared to only 0.29 by Brent's Asian residents and 0.32 by Brent's White residents. Black residents are therefore likely to benefit disproportionately from improved bus reliability although all bus users, regardless of ethnicity, will be positively affected.

All schemes that form part of the Wembley Transport Improvement Projects will be subject to an Equality Analysis which will identify any outstanding barriers and ways in which they can be addressed.

Sources:

- GLA Update CIS2012-04, 2011 Census Snapshot: Ethnic Diversity Indices
- GLA Update CIS2013-02, 2011 Census Snapshot: Ethnic Diversity Indices for wards
- Indices of deprivation 2015 Brent - presentation
- TfL London Travel Demand Survey (three year average 2013/14 to 2015/16)

5.7 Religion or belief (select all that apply)

- Neutral

There is no evidence to suggest that residents from this protected characteristic will be disproportionately affected (either positively or negatively). However, consultation will be undertaken for each project to ensure this on a case-by-case basis, particularly for highway schemes which directly or indirectly affect places of worship.

5.8 Sex (select all that apply)

- Positive

The LTDS shows that female residents in Brent undertake more walking trips per person per day than their male counterparts; 0.59 trips versus 0.40. The same applies to bus trips with more female residents undertaking trips by bus than male residents; 0.20 trips compared to 0.16.

Improvements to the walking and highway environments, and to bus accessibility and reliability, included in the Wembley Transport Improvement Projects, are therefore likely to particularly benefit girls and women more as they make a greater number of walking and bus trips to begin with.

75 per cent of cycle trips by Brent residents were made by boys and men. Boys and men are therefore disproportionately reflected in casualty statistics related to cycling when compared to girls and women. Of the 589 casualties recorded between 1 January 2011 and 31 October 2016, 483 (or 82.0 per cent) were male. Implementation of schemes which improve cycle safety would therefore provide a disproportionate benefit for male cyclists.

All schemes that form part of the Wembley Transport Improvement Projects will be subject to an Equality Analysis which will identify any outstanding barriers and ways in which they can be addressed.

Sources:

- TfL London Travel Demand Survey (three year average 2013/14 to 2015/16)
- TfL accident data

5.9 Sexual orientation (select all that apply)

- Neutral

There is no evidence to suggest that residents from this protected characteristic will be disproportionately affected (either positively or negatively). However, consultation will be undertaken for each project to ensure this on a case-by-case basis, particularly for highway schemes which directly or indirectly affect places of worship.

5.10 Other (Employment characteristics)

The Wembley Transport Improvement Projects include two areas of land which make up a significant proportion of Brent's industrial areas at Wembley and Neasden. These are separately identified as Strategic Industrial Locations. The London Plan and WAAP will seek to promote and protect these areas of industrial capacity and their related activities. More broadly, the WAAP seeks to create new jobs and opportunities for economic growth across Wembley. The mixed use residential and commercial development on the North West Lands for example will provide 2,300 new jobs.

Highway schemes included in the Wembley Transport Improvement Projects will work to secure and promote Wembley's industrial land and the employment that is attached to it as well as that in the other areas of development such as Wembley High Road. Therefore, improvements to the highway such as reduced congestion which impacts on journey times, are likely to be particularly beneficial for those who are employed in the Wembley area.

Source:

Brent Council (2015), *Wembley Area Action Plan*

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?

The WAAP which sets the objectives for the Wembley Transport Improvement Projects in this proposal was informed by consultation through its development. The Plan underwent two rounds of consultation, the first a public consultation on 'Issues and Options' and the second a consultation on preferred options. Comments received during the consultation were considered and taken into account in producing a proposed submission version of the Plan.

Once final designs are prepared for specific schemes which will deliver the projects, these will be subject to consultation on a scheme-by-scheme basis to

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?

Schemes that come forward as part of the Wembley Transport Improvements Project will be in accordance with existing design standards which have been developed to meet the requirements of people with a range of disabilities (both physical and non-physical) and long-term health conditions (e.g. dementia), and include measures to improve accessibility.

The Mayor's Transport Strategy, 'Healthy Streets' for London vision and any associated documentation will also be taken into account to ensure that any potential positive impacts are enhanced.

Brent Council will continue to publicise actions taken to reduce or remove barriers to equality and will raise awareness of any outstanding equality issues within the community. It will also ensure that any communication and consultation initiatives are accessible and inclusive of all protected groups, including people with learning disabilities, deaf and blind (as well as deaf blind) residents, people with dementia and their carers, as well as children, young people and older people.

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

No negative impacts have been identified through the Equality Analysis for the Wembley Transport Improvement Projects at this stage. However, consultation will be undertaken for proposals on a case-by-case basis prior to implementation to ensure that any potential negative impacts are reduced or removed for all schemes.

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

There are no outstanding identified negative impacts.