

EQUALITY ANALYSIS (EA)

POLICY/PROPOSAL:	Brent Active Travel Implementation Plan 2024-2029: Final Version
DEPARTMENT:	Planning and Development Service
TEAM:	Transportation Planning
LEAD OFFICER:	Tim Martin – Transportation Planning Manager
DATE:	06.03.24

NB: Please ensure you have read the accompanying EA guidance and instructions in full.

SECTION A – INITIAL SCREENING

1. Please provide a description of the policy, proposal, change or initiative, and a summary its objectives and the intended results.

The Brent Active Travel Implementation Plan 2024 – 2029 (ATIP) outlines the measures and interventions that the Council and its partners are proposing to deliver over the next five years with the overarching aim of improving conditions for active travel in the borough and to enable more people to walk, wheel or cycle. The plan sits alongside the Brent Long Term Transport Strategy (LTTTS) and supersedes the Brent Cycling Strategy 2016 and the Brent Walking Strategy 2017.

The plan responds to the challenges that many of our residents have told us they face by seeking to make active travel a meaningful and crucial element of people’s daily journeys. It aims to address the barriers to active travel by making our streets safer and more inclusive for walking, wheeling and cycling; improving the quality and visibility of our pedestrian and cycle infrastructure; and equipping our communities with the confidence and means to walk, wheel and cycle. This, in turn, will enable us to create more sustainable, healthier and better-connected places where people aspire to live and work.

To address the challenges we face and to create the step change the borough and our communities need requires us to deliver a range of ambitious actions laid out in the ATIP. This includes striving to reduce car dominance and putting the needs of pedestrians and cyclists first; implementing walking, wheeling and cycling infrastructure that is fit for purpose and accessible to all; and providing our residents with access to appropriate support, training and equipment. The Council will lead, but successful delivery will only be achieved by everyone playing their part – individual residents, community groups, businesses and a range of public and private organisations. The availability of funding will also be pivotal in the delivery of the plan.

2. Who may be affected by this policy or proposal?

The ATIP and the various proposed interventions/actions within it will affect all Brent residents, businesses and those people who work, study, visit or just pass through the borough. However, the impacts will vary from one group of people to another, just as current

active travel conditions and the way people travel affect different groups in different ways. The extent of the impact on different groups will also be influenced by the approach and interventions proposed.

Plan vision and priorities

The overarching vision set out in the ATIP is:

‘To create an environment and culture in which walking, wheeling and cycling are safe, convenient, healthy and attractive options for everyone in Brent.’

The plan identifies three core priorities which are fundamental for delivering this vision:

1. Make our streets safer and more inclusive for walking, wheeling and cycling

Research shows people are often deterred from walking, wheeling and cycling by too much traffic and traffic travelling too fast, as well as by safety and personal security concerns, having a disability and a view that streets need to be more pedestrian and cycle friendly. With a focus on all aspects of planning and decision-making, our aim is to ensure our streets and places are better designed, with less and slower traffic and greater priority given to people walking, wheeling and cycling to overcome these barriers.

2. Improve the quality and visibility of our pedestrian and cycle infrastructure

As well as improving street environments for pedestrians and cyclists, providing high-quality and more visible walking, wheeling and cycling infrastructure will also be vital to enabling more people to travel by active modes of transport. Our aim is to implement a clearly defined, joined-up network of active travel routes and rolling out other infrastructure improvements that will make walking, wheeling and cycling in Brent safe, convenient and attractive options for more people.

3. Equip our communities with the confidence and means to walk, wheel and cycle

Appealing pedestrian and cycling environments and high-quality infrastructure are required to encourage more people to walk, wheel and cycle. However, giving people the confidence and motivation to walk and wheel and skills and means to cycle are equally important. To complement the planned physical improvements, we propose to put in place a comprehensive programme of support, advice, training and community events; and ensure that people have access to appropriate equipment for cycling, with the aim of raising the profile of and removing the socio-economic barriers to active travel.

Plan measures/interventions

At a broad level, it is anticipated that different types of interventions and actions will impact on different groups in different ways. These are summarised below. Further details of some of the more specific impacts on particular groups are set out in Section B(2).

- Measures aimed at making our streets safer and more inclusive for walking, wheeling and cycling will benefit all groups, but particularly the very young and the elderly, those with disabilities, women and certain ethnic minority groups. In particular, interventions aimed at reducing car dominance and putting the needs of pedestrians and cyclists first will particularly benefit the young and certain ethnic minority groups who are involved in a disproportionate number of road collisions. The same measures will also benefit the very young and the very old and certain ethnic minority groups who are particularly susceptible to the negative effects of, or are more likely to face exposure to, poor air quality.

Measures aimed at enhancing personal safety/security will particularly benefit the elderly and women.

- Measures aimed at improving the quality and visibility of our pedestrian and cycle infrastructure will benefit all groups, but particularly the very young and the elderly, those with disabilities, women and certain ethnic minority groups. Measures aimed at addressing issues of severance will be of particular benefit to the very young, the elderly and disabled groups. Measures aimed at enhancing walking, wheeling and cycling links to and between our major town centres and growth areas from outside and within the borough – as well as our local health, education, employment and shopping and leisure facilities will benefit all groups, but particularly the very young, the elderly and disabled groups.
- With high levels of deprivation and problems with obesity prevalent across the borough, providing our residents with access to appropriate support, training and equipment will benefit all groups, but will particularly benefit the very young and certain ethnic minority groups.

3. Is there relevance to equality and the council's public sector equality duty? Please explain why. If your answer is no, you must still provide an explanation.

The Equality Act 2010 covers the exercise of public functions, employment and work, goods and services, premises, associations, transport and education, all of which are either directly or indirectly impacted upon by the way we all are able to travel to and from any destination or place. Travel and transport is an essential and unavoidable element of everyone's daily life regardless of whether they travel independently, as a passenger or for example as someone awaiting provision of a service in their home or a delivery.

The Council is required by the Public Sector Equality Duty to have due regard to the need to address inequalities and a number of aspects are particularly relevant to the ATIP. These include a requirement to:

- eliminate discrimination;
- advance equality of opportunity between people who share a protected characteristic and those who do not;
- foster good relations between people who share a protected characteristic and those who do not.

At the broadest level, active travel is an important facilitator of social inclusion which can affect economic and social outcomes, and therefore inequality. Where people have easy and affordable access to walking, wheeling and cycling, it can provide access to different opportunities and help promote equality. In particular:

- Active travel can be integral to improving social equality, by increasing access to jobs, education and services. Policies that make walking, wheeling and cycling more accessible (such as by putting the needs of pedestrians and cyclists first and implementing walking, wheeling and cycling infrastructure that is fit for purpose and accessible to all) can be an effective way to help people who are unable to access or afford a private car or public transport to access and maintain work. Help with cycle equipment costs also has a key role to play in schemes to promote employment. However, careful consideration is needed to ensure these help those most in need.
- Active travel policy cannot work in isolation and can have most benefit in reducing social inequality as part of wider initiatives, often at a local or place-based level, including on skills, education, employment policy, land use planning and housing.

The ATIP aims to address and improve and advance conditions and opportunities for people living and working in or visiting Brent by removing or minimising disadvantages, taking steps to meet the needs and encouraging participation in public life, particularly among those where this participation is at present disproportionately low. For example, a person with a disability such as visual impairment may particularly benefit from improved pedestrian crossing facilities at junctions or the removal of street clutter from pavements. Similarly, children, the elderly and women will likely benefit from measures that result in a safer, more secure streets and places, especially when travelling alone or at night.

That said, it is clear that not all of the proposed measures contained within the ATIP will benefit all groups equally, particularly where they are targeted at addressing a specific issue or a problem that affects a particular group. For example, measures designed to reduce car dominance such as through the introduction of school streets schemes or removal of on-street parking, may form an obstacle to certain groups, such as the elderly or disabled, particularly if they do not have the opportunity or ability to travel by means other than car. Such issues would need to be carefully considered when designing, consulting and building such schemes, with appropriate mitigation taken where specific concerns cannot be fully addressed.

For the most part, the various priorities, measures and actions outlined in the ATIP seek to address a wide range of often interconnecting issues, whilst looking to enhance the walking, wheeling and cycling experience for those living and working in, or visiting, Brent. On balance it is anticipated that the benefits these improvements will bring, including those to protected characteristics, will significantly outweigh the disbenefits. Central to achieving this will be the need to continue engaging closely with local communities, our partners and a wide range of stakeholders.

4. Please indicate with an “X” the potential impact of the policy or proposal on groups with each protected characteristic. Carefully consider if the proposal will impact on people in different ways as a result of their characteristics.

Characteristic	Impact Positive	Impact Neutral/None	Impact Negative
Age	X		X
Sex	X		X
Race	X		X
Disability *	X		X
Sexual orientation		X	
Gender reassignment		X	
Religion or belief		X	
Pregnancy or maternity	X		
Marriage		X	

5. Please complete **each row** of the checklist with an “X”.

Screening Checklist

	YES	NO
Have you established that the policy or proposal <i>is</i> relevant to the council's public sector equality duty?	X	
Does the policy or proposal relate to an area with known inequalities?	X	
Would the policy or proposal change or remove services used by vulnerable groups of people?	X	
Has the potential for negative or positive equality impacts been identified with this policy or proposal?	X	

If you have answered YES to ANY of the above, then proceed to section B.

If you have answered NO to ALL of the above, then proceed straight to section D.

SECTION B – IMPACTS ANALYSIS

1. Outline what information and evidence have you gathered and considered for this analysis. If there is little, then explain your judgements in detail and your plans to validate them with evidence. If you have monitoring information available, include it here.

Brent currently experiences a range of transport and related problems, many of which are interlinked. These include long-standing issues around congestion, poor air quality and road safety - which continue to blight some of our most vulnerable communities. In addition, there is a pressing need to secure a healthier, more sustainable and more inclusive future for all those who live, work or visit the borough.

Further details of some of the main challenges, and the opportunities to address them, are set out below. The various challenges have, in part, helped inform the ATIP priorities and proposed interventions/actions.

Air Quality

- Road transport is the main source of nitrogen dioxide (NO_x) and a significant contributor to particulate matter (PMs) in Brent, two of the most dangerous pollutants which contribute to the premature death of nearly 10,000 people a year in London. Motor vehicles are currently responsible for around half of NO_x emissions and one-third of PM₁₀ emissions in the borough.
- The Council has a legal duty to reduce pollution and is committed to meeting World Health Organisation (WHO) targets on air quality by 2030. Large parts of the borough are currently designated as an Air Quality Management Area (AQMA) and Air Quality Focus Areas (AQFAs).
- Air quality has a particularly detrimental impact on children, affecting lung development which makes them more susceptible to infection and disease as they grow. They are also more vulnerable to polluted air than adults. Older people who may be more susceptible due to existing illnesses, and pregnant women, are also more vulnerable. People are also twice as likely to be affected by pollution in areas of higher deprivation as these areas have poorer air quality.
- Reducing motor vehicle dominance and facilitating the uptake of walking, wheeling and cycling provide significant opportunities to improve air quality in parts of the borough and will benefit the health of everyone who lives and works in or visits Brent.

Health and Wellbeing

- Poor health and high levels of inactivity are two of the major challenges facing a large number of Brent's residents. The borough is ranked as the fourth most deprived local authority in London and in 2016 it was named as the fattest London borough. Currently, around 55% of Brent's adult population (aged 18+) are classified as overweight or obese, whilst almost one in three children are classed as obese by the time they leave primary school – way above the London and England average. Brent is also the 4th most inactive borough in London, with around 3 out of every 10 people in the borough currently doing less than 30 minutes of activity a week.
- Providing safe and secure infrastructure to encourage walking, wheeling and cycling, especially for shorter journeys, represents one of the best ways of addressing challenges around poor health and inactivity. However, the fragmented nature of many of the borough's walking, wheeling and cycling routes often prevents better utilisation of these assets, with a lack of connectivity and route severance cited as problems by users. Other issues often acting as a deterrent to more active travel include high traffic volumes; parking on footways and in cycle lanes; fear of crime/collisions; and poorly maintained and cluttered footways.
- A key opportunity that could benefit the borough's residents is TfL's plan for a London-wide strategic cycle network which, when completed, will place 70% of Londoners within 400 metres of new, high quality, safe cycle routes. Among the schemes currently being developed include a range of 'Healthy Streets' corridor improvements between Wembley and Willesden Junction, which will significantly improve conditions for pedestrians and cyclists in the area. Another opportunity includes the potential for securing the extension of the Mayor of London's and/or other Cycle Hire Schemes to the borough, however, such schemes can be expensive and possibly unaffordable to those on very low incomes.

Road Safety

- Reducing casualties is at the heart of the Council's approach to road safety, and the number of people killed or seriously injured on Brent's roads continues on a downward trend. However, it is clear that more still needs to be done.
- The Brent Road Safety Action Plan published in 2021 highlights that vulnerable road users, such as pedestrians, cyclists and powered two-wheelers, are the most likely user group to be killed or seriously injured, with a high proportion of serious and fatal collisions occurring at night and at road crossings/junctions. The study concludes that a focus on road safety interventions that aims to reduce these identified 'high risk' collision types will likely result in the greatest progress towards achieving Vision Zero in Brent, but suggests the need for a particular emphasis on tackling road speed; education and behaviour change; and protecting vulnerable road users – a key focus of the ATIP.

Climate Change

- In 2019 the Council declared a climate and ecological emergency, stating the need to try and achieve carbon neutrality by 2030. A key priority is to bring about as close as possible to zero the number of petrol and diesel road journeys made in the borough; and to increase significantly journeys made by sustainable modes of travel, such as cycling, walking or public transport.
- It is clear that achieving net zero carbon emissions from road transport in Brent will have significant environmental and health benefits for everyone living, working or visiting the borough. However, it will also require enormous changes in the way that people travel in Brent, in vehicle technology, in the fuel sources that power transport and uptake in the technology that will make travel more efficient or not needed at all.

- Amongst the range of measures proposed in the ATIP include reducing motor vehicle dominance and reallocating road space to walking, wheeling and cycling. Whilst these are all considered essential measures if we are to achieve our overarching targets, some of these are likely to have implications for groups such as the elderly or disabled, particularly if they do not have the opportunity or ability to travel by means other than car.

Congestion

- Whilst road traffic volumes in Brent have decreased slightly in recent years with the number of vehicle kilometers travelled on the borough road network falling from a high of 1.008 billion in 2016 to 962 million in 2022, parts of the road network in Brent have frequent congestion problems (e.g. A406, A5), whilst journey time reliability for buses on a number of key corridors within the borough remains poor, especially during peak hours. These problems are exacerbated by high levels of car dependency in parts of the borough; a large increase in the amount of lorry and van traffic on the borough road network; and illegal/inconsiderate on-street parking and loading and lack of adequate enforcement in parts of the borough.
- Despite this, there is significant potential to reduce trips by car and increase trips by active modes. For example, half of all car journeys in Brent are less than 5km and could be easily walked, wheeled or cycled. However, there is a need to overcome range of barriers including low levels of cycle ownership; physical severance by major road/rail arteries (e.g. A406); and cultural challenges within certain ethnic minority groups. Addressing such barriers would particularly benefit people of all ages, disabled groups, and certain ethnic minority groups.

Connectivity/Accessibility

- The borough's active travel network is very fragmented, whilst severance caused by major infrastructure, such as the A406, waterways and several railway lines are often cited as a barrier to people wanting to walk, wheel or cycle more. Proposals for the delivery of a London-wide strategic cycle network would greatly benefit borough residents, particularly those more isolated groups, such as the elderly and disabled.
- Crowded and obstructed streets, narrow footways and cycle lanes, and damaged or poorly maintained roads and pavements are among the most common complaints cited by people walking and cycling. Such issues are often magnified when experienced by those with disabilities. Measures to improve the accessibility and inclusiveness of our streets for those walking, wheeling and cycling, such as through reviewing arrangements around pavement parking; removing sources of pavement clutter and footway obstructions; and implementing timely carriageway and footway repairs and resurfacing, will benefit people of all ages and disabled groups.

2. For each "protected characteristic" provide details of all the potential or known impacts identified, both positive and negative, and explain how you have reached these conclusions based on the information and evidence listed above. Where appropriate state "not applicable".

AGE

Details of impacts identified	<p>With around 55% of the adult population in Brent classified as overweight or obese, and with almost one in three children in the borough classed as obese by the time they leave primary school, measures to promote healthy, active travel will positively benefit young and old.</p>
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	<p>Measures to reduce traffic and facilitate an increase in walking, wheeling and cycling will bring significant improvements to air quality, which will be particularly beneficial to children and those with underlying health issues, including older people. In particular, children driven to primary school are exposed to higher levels of harmful particulates and NOx pollution inside vehicles, so measure to promote walking, wheeling and cycling to school will be beneficial to this group.</p> <p>Measures to improve safety and security on our streets, including at night, are expected to be beneficial for younger people. Similarly, a reduction in crime and anti-social behaviour is also expected to be particularly beneficial to older people who may be otherwise deterred by this.</p> <p>A key element of the ATIP is to reduce the use of private cars and re-purpose the kerbside to provide for other uses, such as cycle parking. As older people are more likely to be car owners there may be a slight negative impact on this group. However, this is expected to be outweighed by broad health and accessibility benefits delivered by the plan, including improved access to better quality pedestrian and cycle infrastructure and enhancements to the wider public realm (e.g. the reduction in street clutter).</p>
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DISABILITY

<p>Details of impacts identified</p>	<p>Improving physical accessibility and removing barriers to people with disabilities is a key theme of the ATIP. There is often a significant journey time 'penalty' at present for those with disabilities. This is considered likely to be a deterrent to travel with the resulting impact of a narrowing of opportunity for economic and social activity with potential consequences for physical and mental well-being. Key priorities within the plan include delivering public realm improvements to provide safe, welcoming and legible street environments for people with disabilities. Similarly, increased priority for pedestrians, including extended crossing time, will also benefit people who may need more time to cross the road comfortably.</p> <p>The plan also proposes targeted services and campaigns to increase participation in sustainable travel by people with disabilities, including inclusive cycling initiatives. This is a particular priority as disabled people may suffer from higher mortality rates than the general population, potentially reflecting exclusion from active travel / lifestyles. The renewed focus on engagement identified in the plan are also expected to lead to a better representation of people with disabilities in the decision making process.</p>
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RACE

Details of impacts identified	<p>Brent is the second most ethnically diverse borough in London - 64% of the local population is from Black, Asian and other minority groups and over 149 different languages are spoken. However, certain ethnic minority groups are typically over-represented in indices of deprivation and more likely to be exposed to transport related harmful impacts, such as traffic collisions and poor air quality and health inequalities related to inactive lifestyles.</p> <p>Measures in the ATIP aimed at improving road safety, reducing traffic congestion and promoting active travel will provide significant benefits to all groups, although more targeted educational and training initiatives to promote active travel among certain under-represented groups, including certain ethnic minority groups, and to ensure that such groups are better represented in the decision making process more generally, may be required.</p>
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SEX

Details of impacts identified	<p>Women and girls are often less likely to walk, wheel and cycle than their male counterparts, with concerns over confidence, road safety, lack of adequate facilities and personal security often cited as key reasons for this. The provision of accessible, well connected and safe/secure walking, wheeling and cycle routes, along with road safety education/cycle training will benefit all groups, but particularly women.</p> <p>Safety and security on our streets is also a concern for women who often feel vulnerable to attack. In this regard, improved public realm and lighting are likely to have a positive impact on safety and perceived safety and will figure prominently in transport improvement schemes. The Council is also committed to undertaking women's safety audits when developing future transport and public realm improvement schemes in the borough.</p>
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SEXUAL ORIENTATION

Details of impacts identified	<p>Similar to women and people who are going or have gone through gender reassignment, members of the LGBT community often find personal safety and security to be a concern – particularly when travelling alone or at night. By working closely with TfL, the police and local communities, we aim to reduce crime and anti-social behaviour on our streets, benefiting all groups, but particularly those who may be more vulnerable to this risk.</p>
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PREGANCY AND MATERNITY

Details of impacts identified	<p>Improving physical access to the public realm is expected to have a positive impact for this group as it will improve accessibility and create more welcoming places. Improvements to air quality are also expected to have a positive impact, particularly in relation to the</p>
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	<p>health of unborn children for whom exposure to poor air quality has been identified as a particular issue. The implementation of more ‘people friendly’ street environments through programmes such as Healthy Neighbourhoods are expected to have a positive impact for this group.</p>
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RELIGION OR BELIEF

<p>Details of impacts identified</p>	<p>Mesures to improve personal safety/security on our streets will likely benefit different faith groups in much the same way as other target groups.</p>
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GENDER REASSIGNMENT

<p>Details of impacts identified</p>	<p>Similar to women and those from different religious groups or the LGBT community, people who are going or have gone through gender reassignment, often find personal safety and security to be a concern. By working closely with TfL, the police and local communities, we aim to reduce crime and anti-social behaviour on our streets, benefiting all groups, but particularly those who may be more vulnerable to this risk.</p>
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MARRIAGE & CIVIL PARTNERSHIP

<p>Details of impacts identified</p>	<p>There is no evidence to suggest that people from this protected characteristic will be disproportionately affected (either positively or negatively).</p>
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<p>3. Could any of the impacts you have identified be unlawful under the Equality Act 2010?</p>
<p>No.</p>

4. Were the participants in any engagement initiatives representative of the people who will be affected by your proposal and is further engagement required?

<p>The ATIP has been informed by extensive and ongoing engagement with Brent’s diverse communities, as well as wider feedback received as part of a number of Council consultations – including on the Borough Plan, the Brent Long Term Transport Strategy and the Brent Active Travel Programme. This has helped ensure that it reflects the genuine needs and desires of those who live and work in the borough and will contribute to bringing about real and lasting change.</p> <p>An eight-week period of public consultation and wider stakeholder engagement was undertaken on a draft version of the ATIP between 20 November 2023 and 14 January</p>

2024, with the aim of ascertaining what people thought of the plan and to hear what they considered to be the key issues and priorities going forward.

Over 650 people, from a wide range of locations, backgrounds and different age groups responded to an online survey or took part in a series of community engagement sessions, sharing their views and providing valuable feedback. Several stakeholder organisations – including TfL and the Brent Cycling Campaign also responded to the consultation. All comments and suggestions received from the various consultation and engagement exercises have been considered carefully and some minor changes to the plan have been made as a result. These include acknowledging those issues and priorities that are most important to our residents; and changing the emphasis of, or providing further clarity on, some of our proposals and projects.

5. Please detail any areas identified as requiring further data or detailed analysis.

The measures, interventions and actions contained within the ATIP have to be seen in the wider context of policies and strategies. Each objective can only be acted upon and implemented through a series of individual schemes. Designs will take into account needs for all users, this includes formal safety audits and assessment against the checklist for measures provided by the Royal National Institute for the Blind (RNIB).

All schemes set in the public highway will be consulted on. Should there be any aspects of individual schemes that have potential to disproportionately or negatively impact on individuals or group of protected characteristic then they can be addressed through the public consultation stage of the scheme.

6. If, following your action plan, negative impacts will or may remain, please explain how these can be justified?

It is anticipated that through ongoing engagement with a range of groups/stakeholders and adherence to relevant guidance/standards, at all stages of project/scheme development, will ensure any negative impacts are removed, or mitigated.

7. Outline how you will monitor the actual, ongoing impact of the policy or proposal?

Monitoring of the delivery of the ATIP will be undertaken by the Transportation Planning Team, with regular meetings to be held with those responsible for the delivery of the various projects and initiatives outlined in the delivery programme, with progress towards the various targets and indicators reported each year.

A mechanism for monitoring and evaluating the impact of specific schemes and initiatives in delivering the various plan priorities will be established. This will include details of monitoring data that will be required to be collected before, during and after scheme implementation.

SECTION C - CONCLUSIONS

Based on the analysis above, please detail your overall conclusions. State if any mitigating actions are required to alleviate negative impacts, what these are and what the desired outcomes will be. If positive equality impacts have been identified, consider what actions you can take to enhance them. If you have decided to justify and continue with the policy despite negative equality impacts, provide your justification. If you are to stop the policy, explain why.

The ATIP sets out the vision to make active travel the natural first choice for everyday journeys and describes how we will increase walking, wheeling and cycling across Brent. However, the plan does not sit in isolation, but is closely aligned with a wide range of National, Mayoral and borough plans and strategies. These include the Cycling and Walking Plan for England, the Mayor of London’s Transport Strategy (MTS); the Borough Plan; the Brent Climate and Ecological Emergency Strategy; the Joint Health and Wellbeing Strategy; and the Brent Local Plan. Accordingly, many of the interventions and actions contained within the plan are designed to meet multiple priorities and objectives, some of which will have varying degrees of impact – both positive and negative - on our diverse communities.

Following assessment, it is considered that, on balance, the significant benefits that the interventions and actions within the ATIP will bring, including those to protected characteristics, will significantly outweigh the disbenefits to these groups. However, where negative impacts have been identified, it is anticipated that these can be addressed, or mitigated, as projects and schemes are further developed. A requirement to engage closely with local communities, our partners and a wide range of stakeholders at all stages of project development will ensure this.

On this basis, it is recommended that the approach contained within the Brent Active Travel Implementation Plan 2024-2029 for improving conditions for active travel in the borough and to enable more people to walk, wheel or cycle is adopted, but is kept under regular review.

SECTION D – RESULT

Please select one of the following options. Mark with an “X”.

A	CONTINUE WITH THE POLICY/PROPOSAL UNCHANGED	
B	JUSTIFY AND CONTINUE THE POLICY/PROPOSAL	X
C	CHANGE / ADJUST THE POLICY/PROPOSAL	
D	STOP OR ABANDON THE POLICY/PROPOSAL	

SECTION E - ACTION PLAN

This will help you monitor the steps you have identified to reduce the negative impacts (or increase the positive); monitor actual or ongoing impacts; plan reviews and any further engagement or analysis required.

Action	Expected outcome	Officer	Completion Date
Improve involvement and consultation with different equality groups	More regular dialogue/engagement (including through groups such as the Active Forum) will help ensure key issues/concerns are taken on board when developing/ implementing transport schemes.	Transport Planning/ Healthy Streets & Parking	Ongoing
Monitor, evaluate and review Equality Analysis annually	Ongoing monitoring and regular review in partnership with stakeholders/user groups will help ensure relevant issues are being addressed and determine the effectiveness of policies/measures.	Transport Planning	April 2025

SECTION F – SIGN OFF

Please ensure this section is signed and dated.

OFFICER:	Tim Martin – Transportation Planning Manager
REVIEWING OFFICER:	Ciara Whelehan – Spatial Planning Manager
HEAD OF SERVICE:	Post currently vacant
OPERATIONAL DIRECTOR:	Gerry Ansell – Director of Inclusive Regeneration and Employment