

Appendix 1 – EQUALITY ANALYSIS (EA)

POLICY/PROPOSAL:	SCIL request for new Grand Union Canal Pedestrian / Cycle Bridge in Alperton
DEPARTMENT:	Communities & Regeneration
TEAM:	Regeneration
LEAD OFFICER:	Yaz Aboubakar, Regeneration Officer
DATE:	25/11/2022

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.

This equality analysis is for a proposed new pedestrian and cycle bridge across the Grand Union Canal in Alperton, delivery of which is subject to Cabinet approving Strategic Community Infrastructure Levy funding for the project, agreement with Canal & River Trust, St George and other relevant stakeholders, and an acceptable scheme design and planning consent.

Delivery of a new pedestrian and cycle bridge at the Grand Union development site is a critical piece of infrastructure required to support the significant population growth Alperton, and to encourage the take up of more active, sustainable modes of transport.

Alperton is a strategic Growth Area and GLA Housing Zone, which is accommodating a growing population. 1,400 new homes have been delivered in the past 10 years, and at least 6,500 new homes are expected by 2040. 3,300 of these are at Grand Union, the largest single development site within Alperton.

The primary objective of the proposed new pedestrian / cycle bridge is to improve connectivity and transport links across the area, increasing access for new and existing communities and better linking areas north and south of the Grand Union Canal. The objectives are:

- Support delivery of new homes and jobs in the area.
- Create a new link to the Grand Union Canal towpath at the Grand Union site
- Create a safer pedestrian and cycle network as part of an east-west pedestrian/cycle route by improving connectivity and accessibility to Alperton and Stonebridge Park stations, employment areas south of the canal, and to Park Royal and Old Oak Common.
- Provide a more direct and coherent route, reducing journey times across the Housing Zone and key locations and amenities in the area.
- Improve the health and wellbeing of residents by delivering infrastructure to enable and encourage walking and cycling.

- Contribute to improving the public realm and public spaces around the footbridge.
- Help the environment by reducing car trips, congestion and pollution.

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

The proposed pedestrian and cycle bridge will benefit future residents of the Grand Union development, existing residents and businesses in Alperton.

The provision of a pedestrian and cyclist link to the existing towpath on the south western side of Grand Union Canal is a vital connection to reduce the severance between the large Grand Union development and destinations to the south and west, caused by the Grand Union Canal and the North Circular Road, both substantial barriers to pedestrian movement.

A new bridge link on the St George development would provide easy and convenient access to an entirely traffic-free towpath route between the extensive new housing within the Grand Union development and existing residential houses, across the North Circular Road and onwards towards employment opportunities within Park Royal, Old Oak Common and Central London, plus the proposed major transport interchange at Oak Old Common, with Crossrail services to Heathrow and Central London, and HS2 rail routes to the Midlands and the North.

The proposed bridge is key to unlocking a more attractive walking and cycling environment and proposition for future residents of the regeneration, and to reducing the likelihood that residents will travel by car and so reduce traffic congestion, carbon emissions and air pollution.

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.

Yes.

The new bridge will align with National, Regional and Local Planning policies, and will support and promote the opportunity for existing and new residents alike to take more sustainable and active modes of travel, to cycle and to walking, including people young and old and those with disabilities.

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	Neutral/None	Negative
Age	X		
Sex		X	
Race		X	
Disability	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.

The equality analysis has summarised the potential effects of the proposed bridge on residents and businesses in the area, specifically in relation to their protected characteristics. The initial feasibility work has highlighted the potential impacts that might be experienced by each protected characteristic group.

More detailed equality analysis will be undertaken as the scheme develops to more fully understand any potential impacts the scheme may have on the protected 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	Positive – the bridge would provide an environment for older people to walk and cycle safely and remain active. The scheme would improve the health of those using the bridge by encouraging physical activity and use the route more often for local trips.

	One of the aims of the bridge is to establish healthy travel behaviour from an early age, developing confidence for younger cyclists to school and provide an opportunity for exercise on the route to/from school for children and young people.
DISABILITY	
Details of impacts identified	<p>Positive - the proposed bridge option 10 is a shared use bridge with the provision of ramps for disabled access. In the design stage, officers would ensure a clear separation between pedestrian and cyclists to avoid collision and injury particularly to those with visual and hearing impairments.</p> <p>The new bridge would be fully compliant with disability access requirements.</p>
RACE	
Details of impacts identified	Not applicable
SEX	
Details of impacts identified	Not applicable
SEXUAL ORIENTATION	
Details of impacts identified	Not applicable
PREGANCY AND MATERNITY	
Details of impacts identified	Positive - pregnant users and those with pushchairs and prams would benefit from the ramp to be constructed as part of the bridge.
RELIGION OR BELIEF	
Details of impacts identified	Not applicable
GENDER REASSIGNMENT	
Details of impacts identified	Not applicable
MARRIAGE & CIVIL PARTNERSHIP	
Details of impacts identified	Not applicable

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

No.

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

No consultation has been undertaken to date with any of the protected groups or businesses. The bridge is still subject to the necessary consultation and issues that may arise from further feasibility studies including detailed design.

If the funding is approved by Cabinet and agreement reached with relevant landowners and stakeholders, then formal consultation would take place with residents and local businesses during the detailed design stage and before a planning application is submitted. The consultation process would be in line with the Council's consultation procedure which includes protected groups under the Equality Act 2010.

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

The provision of a new bridge will enhance walking and cycling networks in the area. The bridge is still subject to the necessary consultation and issues that may arise from further feasibility studies including detailed design to ensure an inclusive scheme is constructed. Formal consultation will take place with residents and businesses adjacent to the proposed location before a planning application is submitted

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

N/A

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

One of the benefits of the new bridge is that it will encourage people to walk and cycle in the area. The new bridge will be accessible to wheelchair users, buggies and mobility scooters. It will meet modern standards and be (Disability Discrimination act) DDA compliant. Ensuring the bridge is DDA compliant will be an important measure of success.

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 proposed bridge will provide a range of benefits that would be shared by groups with protected characteristics. The bridge will have a positive impact for old and young people, pregnant users and disability protected characteristics and a neutral impact for those with other protected characteristics. One these benefits include an improved walking and cycling provision.

The bridge is yet to be fully designed. However, from the initial feasibility work and layouts the bridge would be expected to accommodate both pedestrian and cyclist and will be in accordance with relevant policy and guidance.

Effective consultation will take place with the local community and businesses to ensure all groups with protected characteristics can benefit from the bridge and views are taken into account during the detailed design and construction phase. The proposed bridge would also require planning permission and be subject to statutory consultation.

SECTION D – RESULT

<i>Please select one of the following options. Mark with an "X".</i>		
A	CONTINUE WITH THE POLICY/PROPOSAL UNCHANGED	X
B	JUSTIFY AND CONTINUE THE POLICY/PROPOSAL	
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
Ensure that the Council consult businesses, residents and protected groups during the detailed design stage.	This will help mitigate any negative impacts on protected groups, businesses and residents in the area	Yaz Aboubakar	2023
Full Equality Analysis to be undertaken	To fully understand potential impact on the protected characteristics.	Yaz Aboubakar	2023

SECTION F – SIGN OFF

Please ensure this section is signed and dated.

OFFICER:	Yaz Aboubakar, Regeneration Officer
REVIEWING OFFICER:	Angela Chaudhry, Strategy Lead Equalities
HEAD OF SERVICE:	Jonathan Kay, Head of Regeneration (27/11/2022)