

Equality Analysis

Brent Local Implementation Plan submission 2018/19

Department

Regeneration & Environment

Person Responsible

Monica Li

Created

20 July 2017

Next Review

July 2018

Screening Data

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

The primary source of funding for Brent for schemes and initiatives to improve transport infrastructure and travel behaviour in Brent is Local Implementation Plan (LIP) funding, which is allocated through Transport for London (TfL). LIPs set out how London boroughs will deliver better transport in their area, in the context of borough priorities, overarching Mayoral transport objectives and Healthy Streets goals.

The LIP submission is an annual process and Brent has been granted funding each year since 2004 when the process began. Brent is required to submit an annual spending submission to TfL in the form of a set proforma to detail how its provisional LIP allocation will be used. In order to inform Members and seek their approval for this, a report, of which this Equality Analysis (EA) forms a part, is submitted to Cabinet detailing the provisional use of this funding.

The LIP submission contains a list of schemes designed to improve highway safety and the public realm as well as on-going programmes such as the Bike It project designed to promote cycling in conjunction with Brent NHS and Sustrans, and smarter travel interventions linked to the development of School Travel Plans across the borough.

The Mayor of London recently published his draft Mayor's Transport Strategy (MTS) which highlights three key visions for London over the next 25 years. These are:

- Healthy streets and healthy people;
- A good public transport experience; and
- New homes and jobs.

The central aim of the Strategy however is to have 80 per cent of Londoners' trips being made on foot, by cycle or using public transport. The schemes proposed in the LIP submission need to ensure that they meet the objectives of the MTS.

Brent's population grew from just over 311 thousand people in 2011 to over 328 thousand people in 2016 and is set to continue rising, reaching over 350 thousand people by 2022 and nearly 400 thousand by 2050. This increase brings with it a number of challenges and will mean more people of all ages using Brent's streets and the requirement to tailor schemes to take into account the differing needs of these groups.

The make-up of Brent's population is also changing with those of older ages accounting for an increasing proportion. In 2011, those aged 65 and over made up 10.5 per cent of Brent's population but is projected to account for over 14 per cent by 2029 and over 18.5 per cent by 2050 – an increase of nearly 41 thousand people between 2011 and 2050. In particular, the proportion of those aged 85 and over is projected to rise from 1.17 per cent of Brent's population in 2011 to 3.68 per cent by 2050, equivalent to nearly 11 thousand more people of this age group using Brent's streets.

The schemes which receive LIP funding need to address Brent's changing demographic as well as look to mitigate existing issues linked to highway safety and travel behaviour. TfL undertakes an annual survey, the London Travel Demand Survey (LTDS), the results of which show that Brent has a car mode share of over 35 per cent (2013/14 to 2015/16) with the active mode share (walking and cycling) accounting for only some 25 per cent. In terms of trips, Brent residents make on average two trips per person per day (2013/14 to 2015/16) which is made up of 0.53 active trips, 0.34 bus trips and 0.7 car trips. LIP funded schemes need to look towards the objectives raised in the draft MTS and encourage active trips as well as ensuring that highway safety is addressed.

There were 740 accidents in Brent in 2016; 672 (90.8 per cent) of which were classified as 'slight' in nature, 66 (8.9 per cent) as 'severe', and two (0.3 per cent) as fatal. The number of accidents of each type has fallen when compared to the previous couple of years but more needs to be done to meet the Mayor's 'Vision Zero' approach of there to be no deaths or serious injuries from road collisions by 2041. The schemes identified in the LIP submission should go some way to helping that be achieved.

Any new infrastructure provided as part of the LIP will be in accordance with the latest relevant standards. Consultation and consideration of equality implications will be undertaken for each individual scheme which will assess and address the particular impacts on people of affected protected characteristics, and responses will be considered as part of the scheme to be delivered. As yet, there is no evidence to suggest any of the schemes within the LIP submission will have an adverse impact on any of the equality groups listed.

Sources:

- ONS 2011 Census estimates
- ONS 2016 mid-year estimates
- GLA interim 2015-based housing led population projections
- TfL London Travel Demand Survey (three year average 2013/14 to 2015/16)
- TfL accident data
- TfL Travel in London: Report 9 (2016)

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

The LIP aims to improve the highway environment and safety as well as encourage changes in travel behaviour. It therefore will have an effect on everyone who lives, works and/or studies in Brent as well as those who visit the borough or pass through it. It will also affect businesses that operate in Brent as well as neighbouring boroughs.

The LIP aims to reduce barriers to accessibility for certain people, such as those with mobility issues and more vulnerable users of the transport network, such as children and older people, and improve connectivity for those from more deprived backgrounds and for black, Asian and minority ethnic (BAME) groups.

The LIP submission consists of a range of schemes – some are targeted at specific junctions because of an existing poor history regarding road traffic collisions, whereas others are borough-wide programmes such as one designed to develop and deliver accessibility and pedestrian safety measures around and on the routes to various schools.

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

• Yes

The LIP is a programme of borough-wide measures and will therefore impact everyone. However the LIP 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, the Bus Stop Accessibility Programme will have the greatest benefits for those with accessibility issues who may have issues boarding/alighting a bus. City Safe Zones are safe havens designed with young people in mind and so will benefit those of this age group.

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

- Age
- Disability
- Pregnancy and maternity
- Race
- Sex

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

Although the LIP covers the whole of Brent, there will be schemes targeted to improve highway safety in certain areas which have had considerable numbers of collisions. There are some groups who are disproportionately represented in collision statistics and so these groups may see more benefits than other groups.

For example, young people (those age 10 to 19) are over represented in accidents involving pedestrians (three year period to end December 2015) when compared to this age group only making up the Borough average of 11.3 per cent of Brent's population (at mid-year 2015). It is therefore anticipated that any schemes which specifically address local safety issues will have a considerable positive impact for young people in this age group.

With regards to casualties from cycling related accidents, 82.0 per cent of those injured were male despite only just over half of Brent's population being male. Schemes that are targeted at cyclist safety are consequently likely to have a disproportionate impact on boys and men.

In addition, schemes to encourage a change in travel behaviour, such as cycle training programmes aimed at both adults and children, school and workplace travel plans, and measures to improve accessibility of bus stops and public transport, will bring about considerable benefits to a number of protected groups such as young and older residents, people with disabilities, pregnant women and carers, to name but a few.

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

- Yes

Highway engineering schemes targeting specific junctions or areas with a safety issue may result in changes being made to these junctions/areas. 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 blind residents, people with dementia, people with physical disabilities). 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.

It is not anticipated that services would be removed as part of the schemes and programmes included in the LIP submission. All schemes will be subject to an equality analysis which will identify any outstanding barriers for groups with protected characteristics as well as vulnerable groups of people and ways in which these can be addressed.

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

- Yes

The LIP submission contains schemes that cover many different areas of Brent as well as long-term programmes, such as cycle training, improvements to the urban realm and reduction of sign clutter, which encompass the whole borough. There is considerable variation in equality across Brent which is made up of 21 wards and 173 LSOAs (Lower Super Output Areas).

The indices of deprivation 2015 are the official measure of relative deprivation in England and are determined on a LSOA basis from which a local authority rank is calculated. The Index of Multiple Deprivation (IMD) combines all the indices of deprivation and is made up of seven measures. These are: income deprivation; employment deprivation; education, skills and training deprivation; health deprivation and disability; crime; barriers to housing and services; and the living environment.

Brent ranks 39th out of all English local authorities in terms of deprivation. Fourteen of Brent's LSOAs fall into the 10 per cent most deprived areas in England with six of these 14 found in Stonebridge ward (Brent's most deprived ward). Harlesden, Kilburn, and Willesden Green wards also contain LSOAs which are amongst the most deprived nationally. Only LSOAs in the north of the borough close to its border with Harrow and Barnet fare considerably better. No LSOAs in Brent are in the top 10 per cent least deprived nationally. The LIP submission will therefore have an impact on residents from deprived areas and disadvantaged backgrounds and other socio-economic groups.

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

The LIP submission is a borough-wide vision but is likely to be important for some people because of their equality characteristics. For example, children and their parents/guardians who do not walk to school at present may find that the development and delivery of pedestrian safety measures in the vicinity of their school enable them to make the journey on foot safely.

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

- Yes

To know and understand 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

A mixture of qualitative and quantitative data was used to inform this EA including:

- Transport for London, (2015), *London Travel Demand Survey*
- Transport for London, (2016), *Travel in London Report 9*
- Transport for London, *Accident data*
- Office for National Statistics (2012), *2011 Census*
- Office for National Statistics, (2016), *2015 mid-year population estimates*
- Office for National Statistics, (2017), *2016 mid-year population estimates*
- Greater London Authority (2016), *2015-round trend-based ethnic group population projections (long-term trend)*
- Greater London Authority, (2017), *Interim 2015-based housing led population projections*
- 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 thousand residents in 2016. This increase however 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 LIP process. 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 due to implementation of schemes, e.g. junction improvements and provision of new or improved pedestrian crossings 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. This compares to this age group only making 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 LIP submission 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
- TfL accident data

5.2 Disability (select all that apply)

- Positive

The 2011 Census revealed that just over 14 per cent of the residents describe their day-to-day activities as limited and 5.34 per cent of Brent's population classify themselves as in bad or very bad health. For nearly seven per cent of residents, their day to day activities are limited a lot because of a long-term illness.

At ward level there is considerable variation with 6.9 per cent of Stonebridge ward residents classifying themselves as being in bad or very bad health compared to Northwick Park ward where this falls to just four per cent. When it comes to limiting long-term illness, 8.4 per cent of Stonebridge ward residents stated that their day to day activities are limited a lot compared to 5.5 per cent of Queen's Park residents.

This highlights that the areas of Brent which have higher numbers of residents in poor health or with a limiting long-term illness are more likely to benefit from schemes in the LIP submission such as the Accessibility and Disabled Person's Parking Scheme, the Bus Stop Accessibility Programme, and continued localised air quality monitoring and initiatives to reduce exposure.

Those with disabilities are also likely to benefit from highway engineering schemes which target specific junctions or areas. For example, blind or partially blind residents would profit from a zebra crossing being upgraded to a puffin crossing as it removes reliance on the driver to stop.

All schemes that form part of the LIP submission 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 the impact on the large spectrum of physical and non-physical disabilities and long-term health conditions.

Sources:

- ONS Census 2011; Table KS301EW – health and provision of unpaid care

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). Notwithstanding this, 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). Notwithstanding this, 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 some four per cent of all live births in Greater London. Births in Brent rose slightly in the most recent year and remain over 32 per cent higher than in 2002.

This 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. In particular, the planting of new street trees as part of urban realm improvement projects and the review of 20 mph zones 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. Dollis Hill ward in Brent ranked as the most diverse ward in England & Wales on the same basis with a further nine of Brent's wards featuring in the top 50 most diverse wards.

In the 2011 Census, 18.6 per cent of residents classified themselves as Asian/Asian British: Indian, 18.0 per cent as White: English/Welsh/Scottish/Northern Irish/British, and a further 14.3 per cent as White: Other White. It is projected that by 2022, these three ethnic groups will remain dominant in Brent but the largest increases are projected in the White: Other White, Asian/Asian British: Other Asian, and Arab groups; up 2.0 percentage points, 1.5 percentage points and 1.2 percentage points respectively when compared to 2011.

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 Brent's diversity, any 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 schemes such as the Bus Stop Accessibility Programme although all bus users, regardless of ethnicity will be positively affected.

All schemes that form part of the LIP submission 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
- ONS Census 2011; Table KS201EW – ethnic group
- GLA 2015-round trend-based ethnic group population projections (long-term trend)
- 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). Notwithstanding this, consultation will be undertaken for each project to ensure this on a case-by-case basis, particularly on schemes that in/directly affect religious amenities.

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.

Any improvements to the walking and highway environments and to bus stop accessibility and journey time improvements for buses 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. The same proportion as for London residents as a whole. Unsurprisingly, 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 safety schemes would therefore provide a disproportionate benefit for male cyclists.

All schemes that form part of the LIP submission 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). Notwithstanding this, consultation will be undertaken for each project to ensure this on a case-by-case basis.

5.10 Other (Socio-economic characteristics)

- Positive

Levels of economic activity vary amongst Brent residents (in this instance those aged 16-74) from less than 62 per cent in Stonebridge ward to nearly 78 per cent in Queen's Park ward. This therefore indicates that over a third of Stonebridge ward residents are economically inactive. This includes those who are retired, studying, looking after the family or home, as well as those who are sick or disabled.

Cycle training and promotion through the Bike It programme, better access to bus stops and provision of disabled person's parking bays, alongside implementation of local safety schemes to reduce road traffic collisions and make the area safer for all users, would benefit these groups by improving accessibility and in some instances, employment opportunities.

Brent ranks 39th out of all English local authorities in terms of deprivation. Fourteen of Brent's LSOAs fall into the 10 per cent most deprived in England with six of these 14 found in Stonebridge ward (Brent's most deprived ward). Highway public realm and safety improvements would improve the walking environment, which as a free activity, may help those living in more deprived areas access services in other parts of the borough.

There were over 9,700 lone parent households in Brent at the time of the last Census and in 46 per cent of these households, the lone parent was not in employment. Increased options for these families (and others) to cycle training programmes and safer walking and cycling routes are beneficial for both adults and children in terms of health as well as for accessing opportunities to employment, education and other key services (e.g. health).

Sources:

- ONS Census 2011; Table KS601EW to KS603EW – economic activity
- Brent Joint Strategic Needs Assessment Deprivation (2015) – presentation
- ONS Census 2011; Table KS107EW – lone parent households with dependent children

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?

Members of the public, residents' groups, Officers and Members have the opportunity to submit schemes to be considered for LIP funding throughout the year. A call for schemes to Members was undertaken after the general election. In order to be prioritised for funding, schemes must address existing road safety issues and the objectives of the current MTS (themes in the emerging MTS are also being considered) as well as the Borough Plan. In working towards achieving cross service partnerships, schemes which also address other borough priorities such as regeneration, high streets, air quality and public health which are linked to transportation matters, and that also have

potential to receive funding from other sources, will receive weighting during the scheme selection and prioritisation process.

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?

Any schemes that come forward as part of the LIP submission 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 draft MTS, the '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 improvements made 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?

There are no negative impacts of the LIP submission identified by the equality analysis 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.

None of the schemes listed within the LIP submission have any outstanding identified negative impacts.