

## APPENDIX F - EQUALITIES IMPACT ASSESSMENT

<b>Department:</b> Environment and Neighbourhoods	<b>Person Responsible:</b> Tim Jackson
<b>Service Area:</b> Highway and Transport Delivery	<b>Timescale for Equality Impact Assessment :</b> By 19.09.11
<b>Date:</b> September 2011	<b>Completion date:</b> 08.09.11
<b>Name of service/policy/procedure/project etc:</b>  <b>School Crossing Patrol Service Review</b>	<b>Is the service/policy/procedure/project etc:</b>  New <input checked="" type="checkbox"/> Old <input type="checkbox"/>
Predictive <input checked="" type="checkbox"/>  Retrospective <input type="checkbox"/>	Adverse impact <input checked="" type="checkbox"/>  Not found <input type="checkbox"/>  Found <input type="checkbox"/>  Service/policy/procedure/project etc, amended to stop or reduce adverse impact  Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
<b>Is there likely to be a differential impact on any group?</b> Possibly No <input type="checkbox"/> Yes <input checked="" type="checkbox"/>	Please state below:
1. Grounds of race: Ethnicity, nationality or national origin e.g. people of different ethnic backgrounds including Gypsies and Travellers and Refugees/ Asylum Seekers  No <input type="checkbox"/> Yes <input checked="" type="checkbox"/>	2. Grounds of gender: Sex, marital status, transgendered people and people with caring responsibilities  No <input type="checkbox"/> Yes <input checked="" type="checkbox"/>
3. Grounds of disability: Physical or sensory impairment, mental disability or learning disability  No <input type="checkbox"/> Yes <input checked="" type="checkbox"/>	4. Grounds of faith or belief: Religion/faith including people who do not have a religion  Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
1. Grounds of sexual orientation: Lesbian, Gay and bisexual  Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	2. Grounds of age: Older people, children and young People  No <input type="checkbox"/> Yes <input checked="" type="checkbox"/>
<b>Consultation conducted</b>  No <input type="checkbox"/> Yes <input checked="" type="checkbox"/>	
<b>Person responsible for monitoring:</b> Sandor Fazekas / Debbie Fowler	<b>Date results due to be published and where:</b> September 2011 – Council website

Please note that you must complete this form if you are undertaking a formal Impact Needs/Requirement Assessment. You may also wish to use this form for guidance to undertake an initial assessment, please indicate.

## 1. What is the service/policy/procedure/project etc to be assessed?

### School Crossing Patrol Service Review – Formal Impact Assessment

2. Briefly describe the aim of the service/policy etc? What needs or duties is it designed to meet? How does it differ from any existing services/ policies etc in this area

#### 2.1 Aims of the Service

The aim of the School Crossing Patrol service is to provide a safer crossing place in the vicinity of schools (during the period when pupils are going to and from school) where otherwise crossing to school would be more difficult.

The concept of having a School Crossing Patrol (SCP) officer outside of schools in the UK, to assist pupils crossing busy roads to or from school safely, is well established and was originally facilitated by the School Crossing Patrol SCP Act 1954.

It is a discretionary service. The Road Traffic Regulation Act 1984 provides that London Boroughs *may* make arrangements for patrolling school crossings but there is no statutory duty to do so.

The service is well respected and has made a contribution to a successful reduction in casualties from road accidents in recent years along with the Councils road safety education programme and the introduction of physical engineering measures to reduce risk. It has also contributed to improvements in the proportion of pupils travelling to school using sustainable transport modes and the healthy lifestyle agenda.

#### 2.2 Background

At the current time 47 sites are covered by school crossing patrols; there is also one school crossing patrol officer employed as cover, and two supervisory staff, making it one of the largest services in London

#### 2.3 Site Prioritisation

Guidelines exist (the "School Crossing Patrol Service Guidelines 2008" published by the Local Authority Road Safety Officer's Association (LARSOA in conjunction with ROSPA) to assist those Councils that provide a SCP service.

The Guidance effectively uses a formula to calculate a numerical value which is then used to determine whether provision is appropriate at a site where no service currently exists using pedestrian and vehicle flows to calculate a value ( $PV^2$ ) which is taken as empirical measure of potential conflict between pedestrians and vehicles and delays to pedestrians. Where the calculated  $PV^2$  value for a site is close to the threshold the Guidance uses weightings related to site specific conditions to adjust the coarse  $PV^2$  score so as to produce a more refined result. This moves the score away from the threshold so as to produce a more definitive result in cases where it would otherwise not be clear whether an SCP should or should not be provided.

Guidelines describe what is considered to be best practice. They are not binding. The preface to the Guidelines states "Authorities...should decide how best to apply the guidelines and the criteria for assessing SCP sites", They are essentially a general tool and are used accordingly by Brent officers.

This Guidance mainly considers "activity" and so the vast majority of busy urban sites qualify. It was not designed as a mechanism for evaluating a service as a whole or prioritising within it. It has no specific recommendations around disestablishing sites and is not definitive when considering the impact of traffic control/calming measures (such as crossings) on the need for a SCP at a particular site.

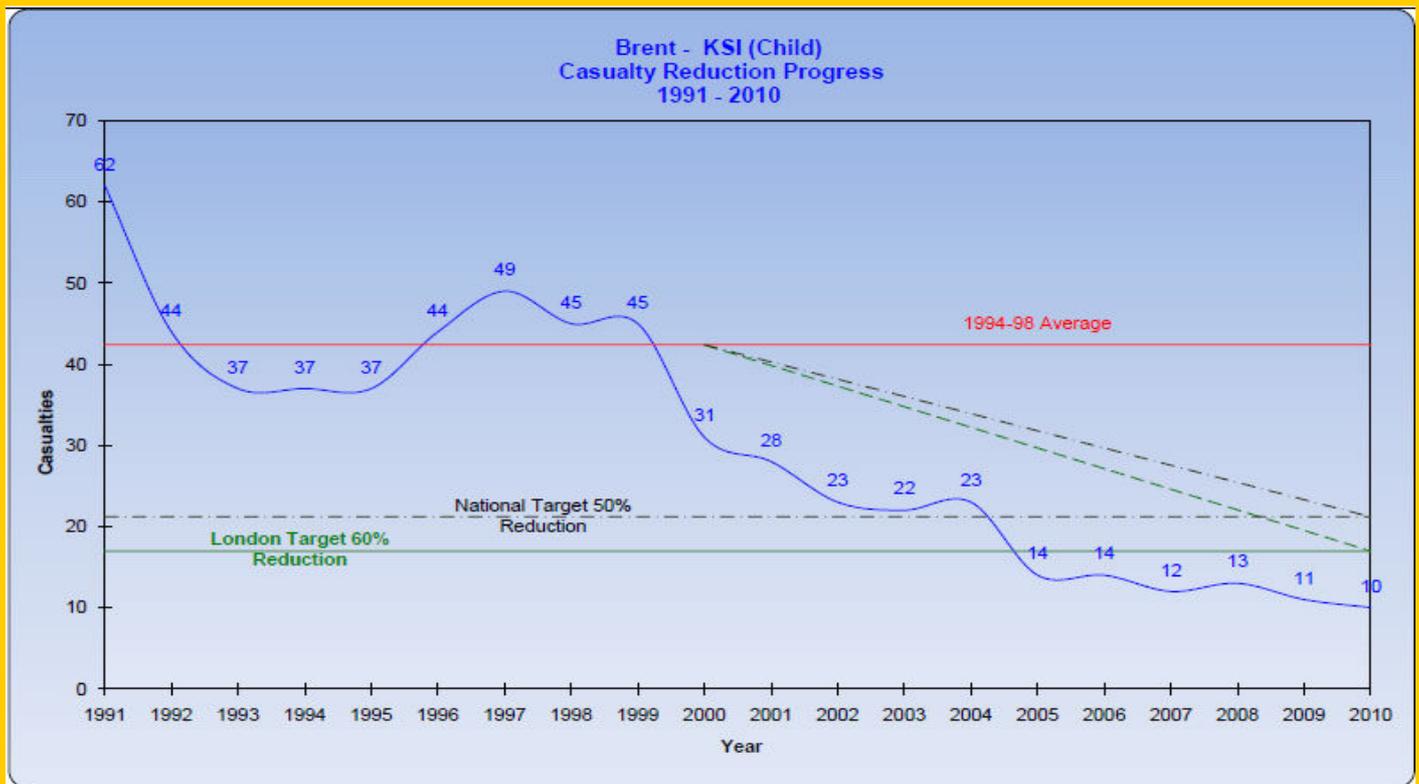
Currently all sites are risk assessed on an annual basis to meet the Council's obligations in relation to the welfare of its employees. Additionally a full site review is completed every 2 years within a rolling programme. The site review includes a traffic and pedestrian

count to determine a PV<sup>2</sup> score. This “activity/risk” score is used to rank sites so as to determine where to prioritise cover in the event of staff absence.

## 2.4 Road Casualty Reduction

In recent years Brent has been one of London’s highest performers in relation to the reduction of road casualties (of all classes and severities).

Fig. 1 below sets out Brent’s performance in relation to the reduction in Children Killed or Seriously Injured (KSI) in road accidents.



This shows that the number of child KSI casualties has fallen from over 40 p.a. in the late 1990s to less than 15 p.a. in the late 2000s.

The Chart also shows that Brent exceeded its’ (London mayoral) target of reducing Children KSI by 60% (based on the 1994/98 average baseline) by 2010, much earlier than anticipated.

A similar situation exists in relation to children receiving “slight” injuries as a result of a road accident.

In the last few years there has been only one slight injury to a child (age 9 ) at a SCP site during SCP operational times. A child stepped out onto the road whilst accompanied by an adult on a site operated by a school crossing patrol on a controlled crossing.

Road casualty reduction, in Brent and nationwide, is the result of the combination of a wide range of activities and initiatives – improved and focussed road safety education, the introduction of engineering measures, improvements to vehicle technology etc. In Brent there has been a decade long prioritisation of improving road safety and the result has been a significant decline in road casualties.

Consequently, although the SCP service has been an integral part of the Council’s successful strategy to reduce road, particularly child, casualties, it is difficult to identify the direct contribution that the SCP service has made to the reductions.

The location of SCP sites with all (KSI and slight) child road accident casualties over the last 3 year period for which data is available has been analysed and this indicates;

- (i) The majority of child casualties are not associated with school related journeys
- (ii) The majority of child casualties associated with school related journeys occur away from SCP sites
- (iii) There have been no KSI child casualties associated with school related journeys at in or the immediate vicinity of SCP sites.

## 2.5 Drivers for Change

The current financial climate has seen many London authorities review their (SCP) service levels. There is, nationally and within London, a wide range of service provision. In London there are authorities where there is no service provision, others where the minority of schools are provided with a SCP and some (including Brent) where the majority of schools are provided for.

The current service is funded from revenue at a cost of £340,000 per annum. The Schools Finance (England) Regulations 2008 specifically prescribe that the SCP service cannot be funded through the Schools Budget. Consequently SCP services are typically funded from Local Authority General Fund (Revenue) budgets. School crossing patrols may be funded by schools from sources other than the (delegated) Schools Budget.

However, unlike many other Council services, the SCP service has continued to operate in the absence of fundamental review to determine whether the service should continue to be provided and, if so, where the service should be provided.

It is in this context that the Council is reviewing the way and extent to which it delivers the majority of its services and that a review of the SCP service has been undertaken.

## 2.6 Proposal to provide a more risk based service

A number of school crossing patrols are located at sites where there are measures, such as controlled pedestrian crossings (signal controlled e.g. pelican, toucan or zebras) or uncontrolled crossings where there are pedestrian refuge island and/or traffic calming features such as 20mph zones or speed tables / humps or cushions which mitigate the risk associated with crossing the road at those locations. Effectively the presence of a school crossing patrol provides a "double" level of protection at controlled crossing locations and other features reduce the risk of accidents. Officers developed proposals to change the SCP service:

It is proposed to move to a situation where SCP sites are prioritised according to an assessment of the mitigated risk at each site. At the heart of the proposals is a numerical model. The model evaluates the level of risk at each site and the level of risk mitigation provided.

Alongside the proposal to use the model to determine where to prioritise provision of the service were measures to mitigate the effect at those sites where a service was no longer to be provided by (i) offering additional road safety training (ii) reviewing and refreshing warning signage & road markings and (iii) prioritising parking enforcement.

A third element of the proposals were arrangements to continue to provide SCPs (at schools where they would otherwise not be provided) if the schools were to fund them or provide staff.

An initial package of proposals was developed (based around the 3 elements described above). This initial package used a model which would have seen number of SCP sites reduced from 47 to 17 by applying a threshold risk evaluation score of 7 ( $\times 10^6$ ).

Consultation on this package of proposals took place in May/June 2011.

In response to the feedback from that consultation a new set of proposals have been developed.

There are still 3 strands to the proposals (the use of a numerical model to prioritise which sites to cover, the implementation of mitigating measures (extra road safety education etc) where provision would cease and the offer of "buy-back" arrangements to schools where provision would otherwise cease) but the proposals have changed in that:

- the mitigation criteria within the model have been changed
- the threshold (above which) provision would continue has been changed (lowered)
- it is now proposed to implement any changes in response to staff turnover (natural wastage) rather than at a prescribed date.

It is now proposed that any SCP sites with an adjusted score over 1 ( $\times 10^6$ ) are prioritised for cover retained, Sites below this score would be considered "low priority" and cover would cease if the SCP at that site left the Councils service through natural wastage. If SCP staff at priority sites leave the Council's service cover would be maintained by re-assigning SCPs from the pool of lower priority sites.

There would be 27 priority sites (above the threshold) and 20 lower priority sites (below the threshold).

The proposals (use of the model) would come into effect from September 2011. However, as any changes would only take place in

response to staff leaving the service through natural wastage, changes would be incremental over a number of years.

The model would be re-run as site conditions change and new data on traffic/pedestrian flows becomes available so that the number of sites above and below the threshold is correct. Over time, and using the model, it is anticipated that the service would gradually be reduced as staff leave the service and engineering mitigation measures are introduced.

The proposals would:

- Provide a more structured and transparent, risk evaluated, approach to providing the service.
- Provide improved value for money for the Council and the taxpayer.
- Enable schools being able to 'buy back' their school crossing patrol service
- Mitigate the impact at sites where the SCP would no longer be provided
- Provide the opportunity for savings in future years as Transport for London and S106 developer funded traffic safety measures are introduced .

## 2.6 Staff

Any reduction in the service would be in accordance with the Councils managing change policy and staff have been consulted on the proposed changes to the service.

Although school crossing patrol officers are contractually required to work at any borough site as directed, in practice the majority of staff are based at one location for the duration of their employment. That location usually is most suited to the employee's lifestyle (a number of the officers have employment within the school outside of which they work) or travelling arrangements.

In recognition of this particular issue, the process of re-assigning staff to priority sites as a response to natural wastage (at the priority sites) will be cognisant of the current arrangements and anticipated on-going expectations of staff, whilst ensuring the arrangements are consistent with the Councils policies, employment law and good HR practice.

## 2.7. Community Engagement and Consultation

A 30 day consultation was carried out in May/June 2011. The consultation covered staff, all schools and a questionnaire published on the Councils website facilitated open (public) responses. The proposals have been significantly changed in a way that will result in fewer changes over a much longer period of time than was originally proposed.

## 3. Are the aims consistent with the council's Comprehensive Equality Policy?

This proposal is consistent with the Council's CEP aim to ensure that the services we provide are relevant to the needs of the community.

The purpose of this policy is to ensure that services are relevant, responsive and sensitive and we are deemed to be fair and equitable by our service users.

## 4. Is there any evidence to suggest that this could affect some groups of people? Is there an adverse impact around race/gender/disability/faith/sexual orientation/health etc? What are the reasons for this adverse impact?

This equality impact assessment is being undertaken to determine the impact of the discontinuation of the school crossing patrol service, over time, at 20 of the current 47 sites within the borough on the eight equality strands namely age; race; disability; gender; faith sexuality, maternity and pregnancy.

The introduction of the proposals will see changes take place in response to "natural (staff) wastage" only. In that it is impossible to predict which staff might leave the service and when it is not possible to predict how and when any changes may take place.

**This assessment is therefore a "worst case" assessment which assumes that cover at the 17 lower priority sites ceases in the near future (as a result of staff leaving the service) and that none of the 17 sites are subsequently covered through the "buy-back" arrangements which are integral to the proposals.**

The key stakeholders directly affected by the proposals are –

- School children, parents and carers walking to school

- Staff within the service
- To a lesser extent, motorists

The main group affected will be schoolchildren, particularly those attending primary schools between 6 and 12yrs.

Annexe B explores the impact on the eight equality strands and identifies any issues/adverse impacts and needs, Annexe C explores these issues in more detail  
Annexe D identifies the proposed mitigation.

5. Please describe the evidence you have used to make your judgement. What existing data for example (qualitative or quantitative) have you used to form your judgement? Please supply us with the evidence you used to make your judgement separately (by race, gender and disability etc).

The issues/ impacts identified are based on school data and census data plus site surveys/ conditions to assess risk. Consideration has also been given to the responses to the consultation.

Refer to Annexe B for the equality strand analysis and comprehensive detail on the sources used. The consultation report is available and will be appended to any report to the Executive Committee (who will make any decisions on the proposals).

6. Are there any unmet needs/requirements that can be identified that affect specific groups? (Please refer to provisions of the Disability Discrimination Act and the regulations on sexual orientation and faith, Age regulations/legislation if applicable)

An analysis of the equality strands is available in Annexe B, the issues further explored in Annexe C and the proposed mitigation cited in Annexe D.

In summary, 4 key issues emanated from the public consultation and needs assessment exercises. In effect the analysis indicates that the proposals will impact on 4 of the equality strands namely gender, disability, age and BME.

7. Have you consulted externally as part of your assessment? Who have you consulted with? What methods did you use? What have you done with the results i.e. how do you intend to use the information gathered as part of the consultation?

Yes - consultation on the proposed changes to the school crossing patrol service commenced on 25<sup>th</sup> May 2011 and ended on 24<sup>th</sup> June 2011.

Details of the consultation (including an analysis of responses) are provided within the consultation report which is available and will be appended to the report to the Executive Committee

8. Have you published the results of the consultation, if so where?

Not yet. The results of the formal consultation will be published on the Council's website both on the Consultation homepages and with the report to the Councils Executive.

9. Is there a public concern (in the media etc) that this function or policy is being operated in a discriminatory manner?

There has been public concern about the proposals in general and in relation to their impact on children. There has been media coverage. The public concern has been captured in responses to the consultation and analysed within the consultation report

10. If in your judgement, the proposed service/policy etc does have an adverse impact, can that impact be justified? You need to think about whether the proposed service/policy etc will have a positive or negative effect on the promotion of equality of opportunity, if it will help eliminate discrimination in any way, or encourage or hinder community relations.

Yes – the adverse impact is justified.

Detailed mitigation has been considered for the potential adverse impacts of adopting the risk based model and introducing a more risk based approach to the service.

Annexe A provides further detail on the proposed changes to the school crossing patrol service. An analysis of the equality strands is available in Annexe B, the issues are further explored in Annexe C and the proposed mitigation cited in Annexe D.

11. If the impact cannot be justified, how do you intend to deal with it?

The EIA shows that the identified adverse impacts are mitigated by proposed actions, in particular through targeted activities.

12. What can be done to improve access to/take up of services?

Not relevant. The assistance of an SCPO is available to all users of crossings at the specified sites during operational hours.

13. What is the justification for taking these measures?

The current economic situation and its impact on local government necessitate a review of all services at local, regional and national level. The SCP service is a discretionary one and it is appropriate to consider the extent to which it is provided and where SCPs are provided.

The aim of the proposal is to give priority to providing a school crossing patrol service where the risks are not considered to be sufficiently mitigated by the availability of a signal controlled pedestrian crossing (pelican, puffin, etc) or zebra, and/or traffic claiming measures.

Providing the service only at 'priority' sites in response to staff changes through natural wastage would, over time, result in a more efficient use of the resources the Council has available.

14. Please provide us with separate evidence of how you intend to monitor in the future. Please give the name of the person who will be responsible for this on the front page.

The SCP service is part of the Council's general strategy to improve road safety and reduce road casualties. The revised service will continue to be managed and monitored using current mechanisms.

The Council will continue to monitor accident statistics in the Borough and investigate those reported that involve children or where people are killed or seriously injured, and initiate road safety improvements and/or additional road safety education/training where necessary. Through this process accident rates and trends in the vicinity of schools will be monitored.

National Indicator (NI)48 (a target of 50% reduction in the number of children killed or seriously injured on the roads based on the 1994-1998 average baseline) will cease at the end of 2010. A draft national road safety strategy has been produced by the DfT and the proposed new target is a further 50% reduction in the number of children under 18 killed or seriously injured by 2020, against a baseline of the average for 2004-2008.

Should you

1. Take any immediate action?
2. Develop equality objectives and targets based on the conclusions?
3. Carry out further research?

No further immediate action is required. Depending on the Executive decision, as the proposal is implemented, there will be a need to ensure targets and objectives deliver the mitigation measures identified in this document.

16. If equality objectives and targets need to be developed, please list them here.

Equality objectives and targets will need to be developed which focus on schools effected by the withdrawal of existing school crossing patrol sites particularly children and young people and young boys from Afro-Caribbean backgrounds.

17. What will your resource allocation for action comprise of?

There will not be a specific 'mitigation' budget.

There is, and will continue to be, sufficient resources to implement the mitigation initiatives identified as necessary in the event of

cover at any site ceasing.

Staff resources are available from other service areas to provide the additional road safety training that forms part of the proposed mitigation.

Any additional parking enforcement required will be provided from existing resources although it is envisaged to be self-funded.

If you need more space for any of your answers please continue on a separate sheet

ANNEXE A - SCHOOL CROSSING PATROL SERVICE REVIEW (FURTHER INFORMATION)

ANNEXE B - EQUALITY STRAND ANALYSIS

ANNEXE C - RISK MITIGATION

Signed by the manager undertaking the assessment:

Full name (in capitals please):

Date: 05-09-2011

Sandor Fazekas, Asst. Head, Highway and Civil Engineering

Service Area and position in the council:

Head of Transportation, Highway and Transport Delivery Service, Environment and Neighbourhoods

Details of others involved in the assessment - auditing team/peer review:

Debbie Fowler, Team Leader - Accident Prevention, Highway and Civil Engineering.

## ANNEXE A – SCHOOL CROSSING PATROL SERVICE REVIEW (ADDITIONAL INFORMATION)

It is proposed to use a risk evaluation model to prioritise which sites should be provided with a SCP in the event of sites becoming vacant through staff leaving the service through natural wastage. No crossing point on roads in the Borough is entirely free of the risk of an accident (to children or adults) but the proposals would result in a School Crossing Patrol (SCP) being provided by the Council at those sites where it is considered that risks are not adequately mitigated (reduced) by other factors. Those sites where there are measures that make crossing the road much safer (where there are zebra or pelican crossings for example) would not be prioritised for cover unless there are other factors that are considered to significantly increase risk.

If the proposals are introduced, over time and in response to staff leaving the service, the number of sites covered by a SCP officer could be reduced from 47 to 27.

Decisions on which sites will be prioritised for cover and which sites will be considered as a lower priority and would not be covered (as staff leave the service) have been based on the characteristics of sites and risks. The model would be used in future years to decide which SCP sites should be covered. This would mean that as engineering measures (zebra or pelican crossings etc) are introduced outside schools the size of the service could be further reduced. Similarly if new schools are built, or existing schools have major changes, the model would be used to decide whether to provide a SCPO at those sites.

It is recognised that schools which would no longer have a SCP (if the proposals are introduced) may wish to continue to have one. It is proposed to offer those schools the opportunity to “buy” provision of an SCPO if they wish, or to provide an SCPO that the Council would train, subject to certain conditions being met.

It is also recognised that where a SCP has been provided at a site for many years children and parents/carers will have become used to being supported by the SCPO. At locations where SCPOs would no longer be provided, the Council will take action to ensure that children, parents/carers and motorists are aware of the changes and that the impact is minimised.

Table 1 below is a list of the current 47 sites where a school crossing patrol service is currently provided.

	SCP Site	School	School Address	Ward
1	Aboyne Road NW10	Wykeham Primary	Aboyne Road, London NW10 0EX	Welsh Harp
2	Acton Lane NW10	Harlesden Primary	Acton Lane, London NW10 8UT	Harlesden
3	Acton Lane NW10	Harlesden Primary	Acton Lane, London NW10 8UT	Harlesden
4	Anson Road NW2	Anson Primary	Anson Road, London NW2 4AB	Mapesbury
5	Aylestone Avenue NW6	Malorees Infant & Junior	Christchurch Ave, London NW6 7PB	Brondesbury Park
6	Brentfield Road NW10	Swaminaryan School	260 Brentfield Road, London NW10 8HE	Stonebridge
7	Bridge Road NW10	Mitchell Brook Primary	Bridge Road, London NW10 9BX	Stonebridge
8	Brondesbury Park NW6	Malorees Infant & Junior	Christchurch Ave, London NW6 7PB	Brondesbury Park
9	Canterbury Road NW6	St Marys RC Primary	Canterbury Road, London NW6 5ST	Kilburn
10	Chamberlayne Road NW6	Kensal Rise Primary	Harvist Road, London NW6 6HJ	Queens Park

11	Chaplin Road Wembley	Barham Primary	Danethorpe Road, Wembley HA0 4RQ	Sudbury
12	Church Lane NW9	Fryent Primary	Church Lane, London NW9 8JD	Fryent
13	College Road NW10	Princess Frederica Primary	College Road, London NW10 5TP	Queens Park
14	Crest Road NW2	Braintcroft Primary	Warren Road, London NW2 7LL	Dollis Hill
15	Cullingworth Road NW10	Gladstone Park Primary	Sherrick Green Road, London NW10 1LB	Duden Hill
16	Dollis Hill Lane NW2	Our Lady of Grace Juniors	Dollis Hill Lane, London NW2 6HS	Dollis Hill
17	Dollis Hill Lane NW2	Our Lady of Grace Infants	Dollis Hill Avenue, London NW2 6EU	Dollis Hill
18	Donnington Road NW10	Donnington Primary	Uffington Road, London NW10 3TL	Willesden Green
19	Dudden Hill Lane NW10	Northview Primary	Northview Crescent, London NW10 1RD	Dudden Hill
20	East Lane Wembley	Wembley Primary	East Lane, Wembley HA9 7NW	Preston
21	Furness Road NW10	Furness Primary	Furness Road, London NW10 5YT	Kensal Green
22	Goodson Road NW10	St Josephs Primary	Goodson Road, London NW10 9LS	Harlesden
23	Harrow Road, Sudbury	Sudbury Primary	Watford Road, Wembley HA0 3EY	Sudbury
24	Hawkeshead Road NW10	Leopold Primary	Hawkshead Road, London NW10 9UR	Harlesden
25	High Road Willesden NW2	Convent of Jesus & Mary Infants	21 Park Avenue, London NW2 5AN	Willesden Green
26	Hillside NW10	Stonebridge & Our Lady of Lourdes	Wesley Road, London NW10 8PP	Stonebridge
27	Kingswood Ave NW6	Salusbury Primary	Salusbury Road, London NW6 6RG	Queens Park
28	Manor Farm Road Wembley	Ealing Schools	N/A	N/A
29	Manor Park Road NW10	John Keeble Primary	Crownhill Road, London NW10 4DR	Kensal Green
30	Mapesbury Road NW2	NW London Jewish School	180 Willesden Lane, London NW6 7PP	Brondesbury Park
31	Milman Road NW6	Salusbury Primary	Salusbury Road, London NW6 6RG	Queens Park
32	Mora Road NW2	Mora Primary	Mora Road, London NW2 6TD	Mapesbury
33	Mount Pleasant Wembley	Lyon Park Infant & Junior	Vincent Road, Wembley HA0 4HH	Alperton
34	Mount Stewart Ave Kenton	Mount Stewart Infant & Junior	Mount Stewart Ave, Kenton HA3 0JX	Kenton
35	Neasden Lane North NW10	Wykeham Primary	Aboyne Road, London NW10 0EX	Welsh Harp
36	Neasden Lane North NW10	Wykeham Primary	Aboyne Road, London NW10 0EX	Welsh Harp
37	Oakington Manor Dv Wembley	Oakington Manor Primary	Oakington Manor Drive, Wembley HA9 6NF	Tokyngton
38	Park Avenue NW2	Convent of Jesus & Mary Infants	21 Park Avenue, London NW2 5AN	Willesden Green
39	Park Lane Wembley	Park Lane Primary	Park Lane, Wembley HA9 7RY	Wembley Central
40	Princes Ave NW9	Roe Green Infant & Junior	Princes Avenue, London NW9 9JL	Queensbury
41	Salusbury Road NW6	Islamia Primary	Salusbury Road, London NW6 6PE	Queens Park
42	Salusbury Road NW6	Salusbury Primary	Salusbury Road, London NW6 6RG	Queens Park
43	Shaftesbury Ave Kenton	Mount Stewart Infant & Junior	Mount Stewart Ave, Kenton HA3 0JX	Kenton
44	Slough Lane NW9	St Robert Southwell Primary	Slough Lane, London NW9 8YD	Fryent
45	Willesden Lane NW6	Christchurch Primary	Clarence Road, London NW6 7TG	Kilburn
46	Woodstock Road Wembley	Lyon Park Infant & Junior	Vincent Road, Wembley HA0 4HH	Alperton
47	Wrottesley Road NW10	Furness Primary	Furness Road, London NW10 5YT	Kensal Green

Of the 47 current sites:

- 9 are sites on signal controlled crossings
- 12 are sites on zebra crossings
- 2 are sites where pupils are always accompanied by adults (infant schools only)
- 8 are sites within 20mph speed limit zones
- 17 are sites on roads with traffic calming measures.

Road casualty reduction, in Brent and nationwide, is the result of the combination of a wide range of activities and initiatives – improved and focussed road safety education, the introduction of engineering measures, improvements to vehicle technology etc. The number of child KSI casualties has fallen from over 40 p.a. in the late 1990s to less than 15 p.a. in the late 2000s. A similar situation exists in relation to children receiving “slight” injuries as a result of a road accident. Brent exceeded its’ (London mayoral) target of reducing Children KSI by 60% (based on the 1994/98 average baseline) by 2010, much earlier than anticipated.

The focus of the service has continued to be on maintaining/improving road safety although in recent years, the service has also supported the wider transport agenda (encouraging sustainable transport modes such as walking & cycling and promoting School Travel Planning).

Consequently, although the SCP service has been an integral part of the Council’s successful strategy to reduce road, particularly child, casualties, there is no definitive evidence that the provision of a SCP service prevents road accidents and resultant casualties and it is difficult to identify the direct contribution that the SCP service has made to the reductions.

Officers have devised a “risk evaluation model” which is designed to ensure that SCPs are provided at those locations where the road safety risk (after mitigation) is greatest. This model is described in detail in the Executive Committee report of 19<sup>th</sup> September 2011 which considers its adoption. The model would also assist in prioritising where best to implement mitigation measures going forward.

The model contains a threshold below which continued, or future, provision of a SCPO at that site is not considered a priority and hence where provision could cease in response to staff leaving the service (through natural wastage).

Table 2 below is a list of the 20 lower priority sites where a SCP, over a period of time and in response to staff changes, would not be provided if the proposals are introduced.

	SCP Site	School	School Address	Ward
1	Aylestone Avenue NW6	Malorees Infant & Junior	Christchurch Ave, London NW6 7PB	Brondesbury Park
2	Brentfield Road NW10	Swaminaryan School	260 Brentfield Road, London NW10 8HE	Stonebridge
3	Brondesbury Park NW6	Malorees Infant & Junior	Christchurch Ave, London NW6 7PB	Brondesbury Park
4	Canterbury Road NW6	St Marys RC Primary	Canterbury Road, London NW6 5ST	Kilburn
5	Chamberlayne Road NW6	Kensal Rise Primary	Harvist Road, London NW6 6HJ	Queens Park
6	Church Lane NW9	Fryent Primary	Church Lane, London NW9 8JD	Fryent
7	Dollis Hill Lane NW2	Our Lady of Grace Juniors	Dollis Hill Lane, London NW2 6HS	Dollis Hill
8	Dollis Hill Lane NW2	Our Lady of Grace Infants	Dollis Hill Avenue, London NW2 6EU	Dollis Hill
9	Harrow Road, Sudbury	Sudbury Primary	Watford Road, Wembley HA0 3EY	Sudbury
10	Hillside NW10	Stonebridge & Our Lady of Lourdes	Wesley Road, London NW10 8PP	Stonebridge
11	Manor Park Road NW10	John Keeble Primary	Crownhill Road, London NW10 4DR	Kensal Green
12	Mapesbury Road NW2	NW London Jewish School	180 Willesden Lane, London NW6 7PP	Brondesbury Park
13	Milman Road NW6	Salisbury Primary	Salisbury Road, London NW6 6RG	Queens Park
14	Mount Pleasant Wembley	Lyon Park Infant & Junior	Vincent Road, Wembley HA0 4HH	Alperton
15	Neasden Lane North NW10	Wykeham Primary	Aboyne Road, London NW10 0EX	Welsh Harp
16	Neasden Lane North	Wykeham Primary	Aboyne Road, London NW10 0EX	Welsh Harp

	NW10			
17	Oakington Manor Dv Wembley	Oakington Manor Primary	Oakington Manor Drive, Wembley HA9 6NF	Tokington
18	Park Avenue NW2	Convent of Jesus & Mary Infants	21 Park Avenue, London NW2 5AN	Willesden Green
19	Princes Ave NW9	Roe Green Infant & Junior	Princes Avenue, London NW9 9JL	Queensbury
20	Salisbury Road NW6	Salisbury Primary	Salisbury Road, London NW6 6RG	Queens Park

It is proposed that the model is used to evaluate whether or not SCPs should be provided at sites associated with new or re-modelled schools in the future.

An integral part of the proposals are actions to mitigate the impact of the removal of SCPs at certain sites through (i) provision of additional road safety education/training (ii) reviewing and refreshing road signage and markings and (iii) prioritising parking enforcement in the vicinity.

Additionally the proposals included arrangements whereby SCP provision could continue (at sites where it otherwise would not) if schools were to provide resources.

### **Consultation**

This Executive Committee report of 19<sup>th</sup> September 2011 will consider the results of the consultation process (see the consultation report)

The majority of responders were mainly concerned with the impact of reducing the number of school crossing patrols on the safety of children travelling to and from school. Many said they had witnessed or knew of accidents or near misses and that driver behaviour was generally poor in terms of giving children and other pedestrians a priority on controlled crossings, expressing concern that the proposals would increase the risk of school children being killed or seriously injured as a result of road traffic accidents.

Although some expressed serious concerns regarding children with special educational needs, ethnicity and gender were not highlighted as main issues.

A common issue raised was the value of the school crossing patrol officers as members of the school and wider community and the contribution they make to safety and well being in the area.

The proposals that are the subject of this analysis have been developed in response to the feedback from the consultation and are significantly different (in that they will have less impact) than those that were the subject of consultation.

## **ANNEXE B - EQUALITY STRAND ANALYSIS**

### **Introduction**

The equality assessment is being undertaken to determine the impact of proposal to introduce a risk based prioritisation model to determine where the Council should prioritise provision within the School Crossing Patrol Service. Currently there are 47 sites where this service is provided and under the proposal this could be reduced to 27 over time and in response to staff leaving the service through natural wastage.

This assessment considers the worst case scenario whereby provision ceases, in the short term, at 20 lower priority sites in response to staff leaving the service and no schools not taking advantage of the “buy back” arrangements to provide SCPs.

This assesses the impact on the 8 equality strands namely age; race; disability; gender; faith sexuality, maternity and pregnancy.

The key stakeholders directly affected by the proposals are –

- Schoolchildren, parents/carers
- non-users (other road users)
- Staff

However, it has been acknowledged that a separate Staff Impact Needs Requirement Assessment would be carried out if the proposals were ratified as part of the ‘Managing Change’ process.

This analysis is based on census data, readily available school population data, school crossing patrol management information, and demographic analysis from Mosaic. We have cited the census 2001 data to ascertain knowledge of the resident demography. It is acknowledged that this census data is ten years old but the census 2011 information will not be available until next year.

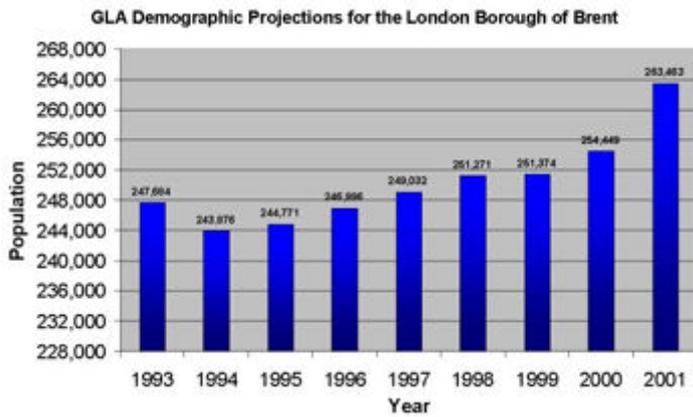
### **Potentially affected wards**

Table 2 in Annexe A identifies that 13 of the boroughs 21 wards could be affected by these proposals. However, the school catchment areas are wider than the ward boundaries and therefore the proposals could affect those residing in other wards. Furthermore, operation of a school crossing patrol affects other road users travelling through Brent.

### **Brent’s Population**

Brent’s population at the time of the 2001 census release was 263,464 and the Borough has experienced a growth rate of 3.2% since 1991.

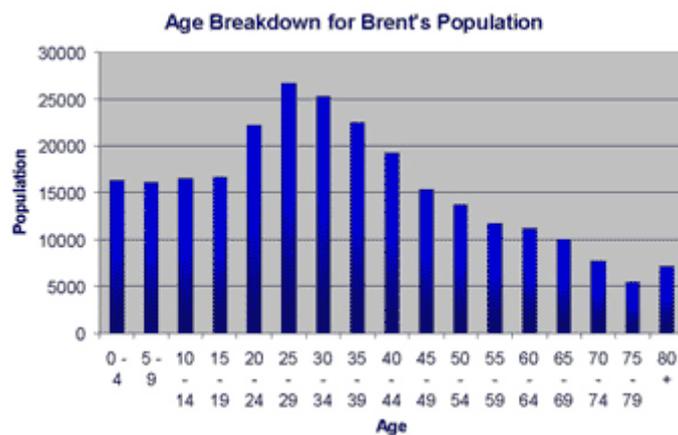
Brent has a high level of natural change, and is also characterised by a high levels of migration out of the borough which is responsible for the low level of overall population growth between 1991 and 1999. The fall in Brent’s population in 1994 is due to the boundary change that occurred at the time.



It should be noted that Brent has a high level of migrant residents.

## 1. Age Equality

The chart below shows the age breakdown of the borough. Brent's population has a relatively young age structure with 25% of the population being in the 0 to 19 range and 37% in the 20 to 39 range. Brent's pensioners make up 14% of the population, lower than the Greater London and England and Wales figures of 15.5% and 18% respectively. Brent's population has a high fertility rate compared to most other London boroughs which accounts for the high level of 0 to 9 year olds.



© GLA 2001 Round Demographic Projections, Central Projection, updated March 2002

Younger people: Although school crossing patrols benefit children from secondary schools they are provided for children attending Primary (Infants and Junior) schools.

Children attending Infants/Nursery schools are accompanied by parents or carers and secondary school children are considered to have developed sufficient road craft skills. Therefore the age of the children most affected by the withdrawal of school crossing patrols are those under 12 years of age and specifically those between 6 and 11 years.

Of the 43,766 children attending schools in the borough 24,907 attend infants or junior schools,

The withdrawal of the school crossing patrol service from 20 sites would affect 19 schools in the borough (some have more than one school crossing patrol). It would impact on 5 Infants schools and 14 primary / junior schools. These are attended by c8139 of the boroughs c24907 infant/junior population.

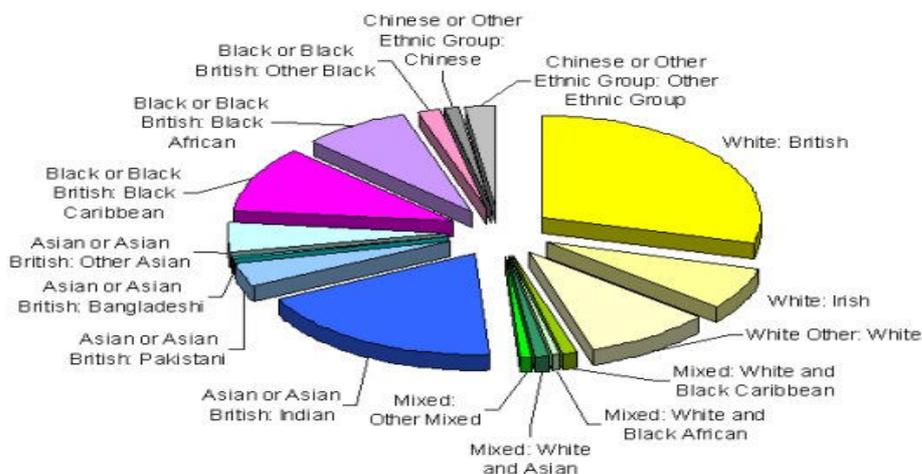
The proposal would mainly affect 1,217 children of infant school age (3-6) and 6,922 children of junior/primary school age (6-11).

Older people: The proposals would not have a disproportionate impact of older people within the general population. Although of the 46 employees in the SCP service, 11 (23%) are over 65 years old the proposals will not impact on staff because it is not proposed to reduce the service through compulsory or voluntary redundancy. Any changes to the sites where staff are assigned will be managed under the Council’s managing change policies and procedures and subject to a separate equalities assessment.

The SCP service is designed to support children crossing to school. It is clear that the proposals will have a significantly disproportionate impact on a proportion of that particular age group (aged 6-11)

## 2. Race Equality

Brent is one of the most culturally diverse boroughs. Black and Minority Ethnic (BME) groups in Brent now make up the majority of the population at 54.7%, according to GLA projections. This is the second highest of all the London Boroughs after Newham. The chart below reflects the ethnic grouping categories defined by the Office for National Statistics (ONS), five randomly selected colour bands have been used to classify broader groupings. *The term BME Black and Minority Ethnic groups refers to all ethnic groups apart from White: British, White: Irish and White Other: White*



Information is available on the number of children within each ethnicity category by school but this is not displayed within this document for personal data protection purposes (since the numbers would enable individual children to be identified). If Executive or ward members wish to view that information it can be viewed, on a confidential basis, by appointment with the contact officers.

The ethnicity of children attending all schools is 32.5% Asian, 27.9% Black, 19.9% White, 6.7% mixed, 7.0% other (6.0% not obtained).

The ethnicity of children attending Infants / Primary Schools is; 31.7% Asian, 29.1% Black, 23.9% White, 7.2% mixed, 7.3% other (0.8% not obtained).

Of the 20 Infant/ primary schools where the SCP service could to be withdrawn, the combined ethnicity data for these schools is 33.7% Asian, 26.5% Black 24.9% white, 7.9% mixed and 6% other which is close to the ethnic mix for all primary and infants schools.

Black and minority ethnic groups make up 74.1% of the total school roll, 75.3% of children attending all Infants / Primary Schools and 74.1% at schools where the SCP service is to be withdrawn.

It should be noted that the ethnic mix for the boroughs schools will vary year on year. Nevertheless the analysis shows that the proposals will not significantly disproportionately impact on any ethnic group.

There is statistical evidence that, historically, black children (especially those of Afro- Caribbean ethnicity) are more at risk of being killed or seriously injured in road traffic accidents across London, although there is no known evidence why this is so.

The table below is an analysis of child road casualty accident data between 2006 and 2010.

Child - All Casualties by Ethnicity and Sex in Brent (2006 to 2010)															
	Afro-Caribbean			Asian			White European			Others			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
2006	14	12	26	9	7	16	8	6	14	20	14	34	43	33	76
2007	12	10	22	8	8	16	5	3	8	20	15	35	40	33	73
2008	6	5	11	10	5	15	9	5	14	18	16	34	34	26	60
2009	19	12	31	7	7	14	7	5	12	19	9	28	45	28	73
2010	19	9	28	1	6	7	6	6	12	20	15	35	40	30	70
<b>Total</b>	<b>70</b>	<b>48</b>	<b>118</b>	<b>35</b>	<b>33</b>	<b>68</b>	<b>35</b>	<b>25</b>	<b>60</b>	<b>97</b>	<b>69</b>	<b>166</b>	<b>202</b>	<b>150</b>	<b>352</b>
Child - KSI Casualties by Ethnicity and Sex in Brent (2006 to 2010)															
	Afro-Caribbean			Asian			White European			Others			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
2006	18%	16%	34%	12%	9%	21%	11%	8%	18%	26%	18%	45%	57%	43%	100.0%
2007	16%	14%	30%	11%	11%	22%	7%	4%	11%	27%	21%	48%	55%	45%	100.0%
2008	10%	8%	18%	17%	8%	25%	15%	8%	23%	30%	27%	57%	57%	43%	100.0%
2009	26%	16%	42%	10%	10%	19%	10%	7%	16%	26%	12%	38%	62%	38%	100.0%
2010	27%	13%	40%	1%	9%	10%	9%	9%	17%	29%	21%	50%	57%	43%	100.0%
<b>Total</b>	<b>20%</b>	<b>14%</b>	<b>34%</b>	<b>10%</b>	<b>9%</b>	<b>19%</b>	<b>10%</b>	<b>7%</b>	<b>17%</b>	<b>28%</b>	<b>20%</b>	<b>47%</b>	<b>57%</b>	<b>43%</b>	<b>100.0%</b>

Child - KSI Casualties by Ethnicity and Sex in Brent (2006 to 2010)															
	Afro-Caribbean			Asian			White European			Others			Total		
	Ma	Femal	Tota	Mal	Femal	Tota	Mal	Femal	Tota	Mal	Femal	Tota	Mal	Femal	Total

	le	e	l	e	e	l	e	e	l	e	e	l	e	e	
2006	2	0	2	3	3	6	3	1	4	4	2	6	9	5	14
2007	2	0	2	2	2	4	1	0	1	5	1	6	9	3	12
2008	4	2	6	2	1	3	1	2	3	2	2	4	8	5	13
2009	1	3	4	0	2	2	1	1	2	3	2	5	4	7	11
2010	5	1	6	0	0	0	1	1	2	3	1	4	8	2	10
<b>Total</b>	<b>14</b>	<b>6</b>	<b>20</b>	<b>7</b>	<b>8</b>	<b>15</b>	<b>7</b>	<b>5</b>	<b>12</b>	<b>17</b>	<b>8</b>	<b>25</b>	<b>38</b>	<b>22</b>	<b>60</b>

	Afro-Caribbean			Asian			White European			Others			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
2006	14%	0%	14%	21%	21%	43%	21%	7%	29%	29%	14%	43%	64%	36%	100.0%
2007	17%	0%	17%	17%	17%	33%	8%	0%	8%	42%	8%	50%	75%	25%	100.0%
2008	31%	15%	46%	15%	8%	23%	8%	15%	23%	15%	15%	31%	62%	38%	100.0%
2009	9%	27%	36%	0%	18%	18%	9%	9%	18%	27%	18%	45%	36%	64%	100.0%
2010	50%	10%	60%	0%	0%	0%	10%	10%	20%	30%	10%	40%	80%	20%	100.0%
<b>Total</b>	<b>23%</b>	<b>10%</b>	<b>33%</b>	<b>12%</b>	<b>13%</b>	<b>25%</b>	<b>12%</b>	<b>8%</b>	<b>20%</b>	<b>28%</b>	<b>13%</b>	<b>42%</b>	<b>63%</b>	<b>37%</b>	<b>100.0%</b>

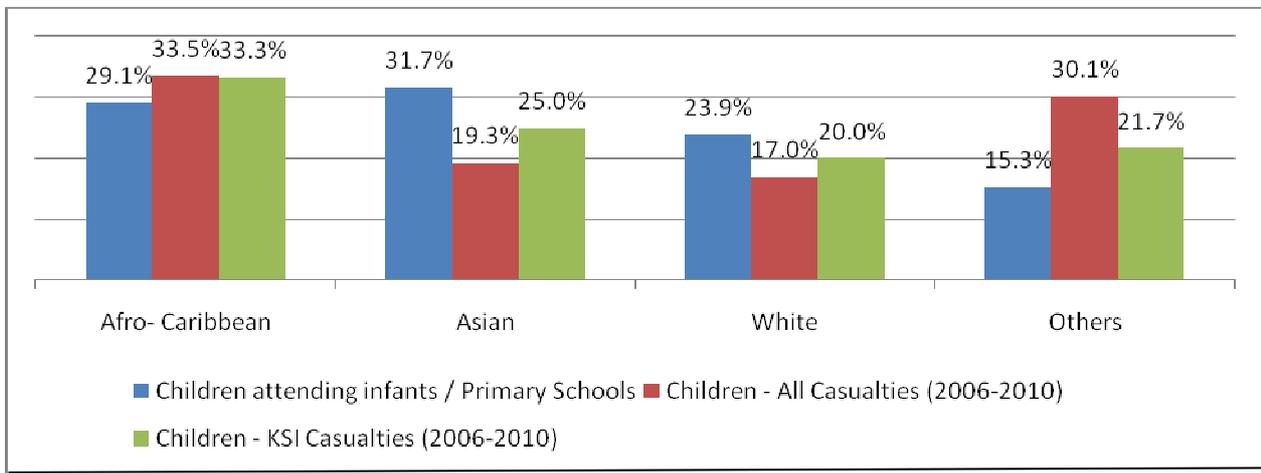
**Data source:** TfL STATS20 ,Others includes, Dark-skinned European, Oriental, Arab and Not Known  
*National trends –TfL information.*

This data includes all children casualties and those killed or seriously injured (under 16years old) in the Borough identifying ethnicity and gender. Stat 20 data differs from the ONS ethnicity groupings. It includes both pedestrian casualties and those involved in motor vehicle accidents. The above tables indicate that overall children from a BME background and particularly those from an Afro-Caribbean background are proportionally more likely to be a casualty in a road traffic accident.

In terms of child pedestrian casualties in the vicinity of school crossing patrols, an analysis of site specific information indicates that no KSI accidents have been reported in the vicinity (i.e. within 30 metres) of a school crossing patrol during operational times over the last 5 years. There has only been one incident where a child accompanied by a parent was slightly injured when they stepped onto the road at a controlled crossing with a SCP in operation. As many sites have other safety features such as controlled (signal or zebra) crossing facilities, the contribution by virtue of the presence of the patrol is inconclusive.

#### Percentage of children attending infants/Primary schools & Road Traffic Casualties

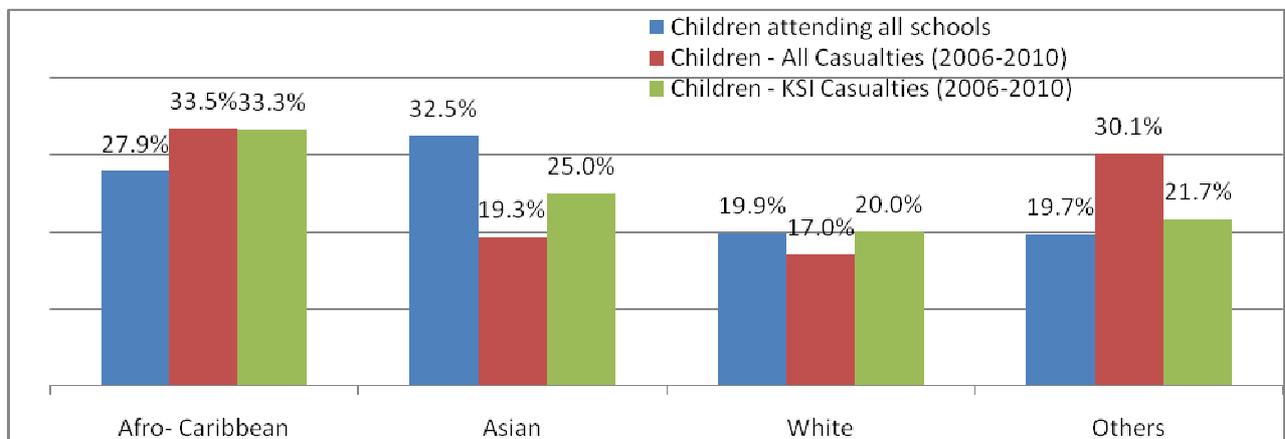
	Afro- Caribbean	Asian	White	Others
<b>Children attending infants / Primary Schools</b>	29.1%	31.7%	23.9%	15.3%
<b>Children - All Casualties (2006-2010)</b>	<b>33.5%</b>	<b>19.3%</b>	<b>17.0%</b>	<b>30.1%</b>
<b>Children - KSI Casualties (2006-2010)</b>	<b>33.3%</b>	<b>25.0%</b>	<b>20.0%</b>	<b>21.7%</b>



The above table and chart compares child road traffic casualties with ethnicity of the school children attending primary and infants schools. The table and chart below compares child road traffic casualties with the ethnicity of school children attending all schools.

**Percentage of children attending all schools & Road Traffic Casualties**

	Afro- Caribbean	Asian	White	Others
<b>Children attending all schools</b>	27.9%	32.5%	19.9%	19.7%
<b>Children - All Casualties (2006-2010)</b>	33.5%	19.3%	17.0%	30.1%
<b>Children - KSI Casualties (2006-2010)</b>	33.3%	25.0%	20.0%	21.7%



The data indicates that in general, black children especially those of Afro- Caribbean ethnicity are more at risk of being killed or seriously injured in road traffic accidents.

The table below identifies the casualties in accidents involving children going to or coming from school. It includes casualties that were travelling on foot and by vehicle. 77% of these injuries were sustained to child pedestrians, 37% involved children of Afro-Caribbean ethnicity.

**Reported Personal Injury Road Traffic Accident Casualties involving Children going to and from school**

(for 5 year period ending in 2010)

**Table 1 - Casualties by road user type**

	Fatal	Serious	Slight	Total	% of Total
Vehicle driver	0	0	3	3	4%
Passenger	0	2	10	12	17%
Motorcycle rider	0	0	0	0	0%
Cyclist	0	0	1	1	1%
Pedestrian	0	10	45	55	77%
<b>Total</b>	<b>0</b>	<b>12</b>	<b>59</b>	<b>71</b>	<b>100%</b>

**Table2 - Casualty by Ethnicity**

	Fatal	Serious	Slight	Total	% of Total
Afro-Caribbean	0	6	20	26	37%
Asian	0	5	16	21	30%
White-Skinned	0	1	6	7	10%
Others	0	0	17	17	24%
<b>Total</b>	<b>0</b>	<b>12</b>	<b>59</b>	<b>71</b>	<b>100%</b>

In conclusion, BME and particularly children from an Afro-Caribbean ethnicity are more likely to be to be involved in road accidents and, by implication, more disadvantaged by the withdrawal of school crossing patrols from sites in the borough.

Over the last 5 years 71 children have been injured which represents only a small proportion (in the region of 0.15%) of the school population circa 43,800.

### 3. Disability Equality

There are currently 4 special schools in Brent for children with special needs due to more severe disability. These are attended by 480 pupils. None of these schools have a school crossing patrol service as children are accompanied to and from these schools. The proposals will not therefore impact on those children with the more severe disabilities.

A smaller group of children with physical or learning difficulties/disabilities attend mainstream schools.

The following table shows the number of children in infant/primary schools with each category of learning difficulty/disability:

	Number of Children
Mainstream LCD – Language and communication disorder	55
Mainstream EBD – Emotional & Behaviour disorder	67
MLD - Moderate Learning difficulties	101
VI – Visually impaired	8
SpLD – specific Learning Disability	23
PD – Physical Disability	16
HI – Hearing Impaired	5
SLD - Severe Learning Difficulties	2

Autistic	103
Social Communication Disorder	28
Speech and Language Disorder	14
Mainstream Learning	4
Other	2
<b>Total</b>	<b>428</b>

428 of the boroughs Infants / primary school children have a learning difficulty/disability. This represents 1.7% of the 24,907 children attending these schools. There are 154 children with SEN at the 20 schools where the SCP service is to be withdrawn representing 1.9% of the 8,139 children that attend.

The advice from the Director of Children & Families is that, whilst the proportion of children with learning difficulties/disabilities across Brent remains reasonably constant, the numbers within individual schools can vary significantly with the cohort and are subject to continual change.

Information is available on the number of children within each category by school but this is not displayed within this document for personal data protection purposes (since the numbers would enable individual children to be identified). If Executive or ward members wish to view that information it can be viewed, on a confidential basis, by appointment with the author.

An analysis of that information demonstrates that the percentage of children with a learning difficulty/disability at schools currently served by a SCP ranges between 0.01 and 4.1% with the majority of schools having less than 1%. All those (5) schools with a proportion of children with a learning difficulty/disability greater than 1% will continue to be provided with a SCP if the proposals are implemented.

No information exists to indicate how children with learning difficulties/disabilities travel to and from schools and hence whether they are likely to be impacted by the proposals.

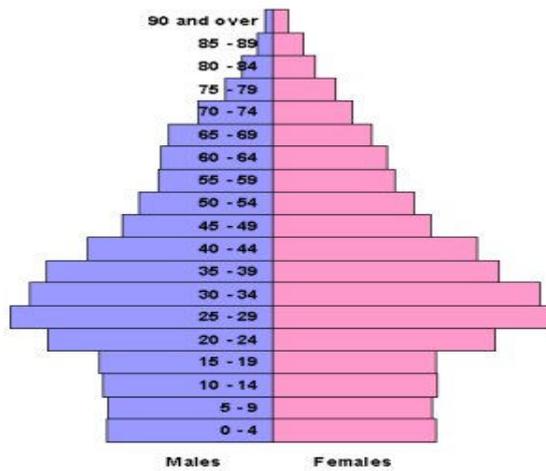
The proposals will see the SCP service being reduced at zebra and pelican crossings which have facilities (tactile paving, flashing lights or displays, beepers etc) designed to support those (including children) with visual or hearing impairments to cross.

It is reasonable to assume that those children whose learning difficulty/disability places them at greatest risk (with regard to road safety) would normally be accompanied and hence would not be directly impacted by the proposals.

#### **4. Gender**

The chart below provides information on age / gender in the Borough.

**2001 Population counts by age and sex for  
London borough of Brent**



Males make up 48.5% of Brent’s population, while the Greater London and England and Wales figures are 48.5% and 49.3% respectively. The proportion of male to female children is approximately equal.

**RESIDENT POPULATION ESTIMATES MID-2006: QUINARY AGE GROUPS BY GENDER**

*Thousands*

<b>BRENT</b>			
	<b>PERSONS</b>	<b>MALES</b>	<b>FEMALES</b>
<b>ALL AGES</b>	271.4	136.0	135.4
Under 1	4.5	2.3	2.1
1-4	14.8	7.6	7.2
5-9	14.0	7.1	7.0
10-14	14.3	7.3	7.0
15-19	16.4	8.5	8.0
20-24	20.7	10.1	10.5

There are marginally more boys than girls in the infant/primary school population as a whole and therefore the proposals will have a marginally (but not significantly) greater impact on boys rather than girls.

Information in the strand 2 Race Equality analysis includes accident data identifying gender.

Between 2006 and 2010 there were 352 child injury accidents of which 202 (57%) were boys and 150 (43%) were girls.

Accident statistics show that boys are slightly more likely to be injured in road traffic accidents than girls. This is thought to be mainly because boys are more likely to take ‘extreme risks’ and this is reflected widely in statistics.

Boys are therefore likely to be slightly more disadvantaged by the withdrawal of the school crossing patrol service at some sites in the borough. A differentiated approach to the additional road safety education/training that forms part of the proposals will be required. Road safety education material that targets boys is available and will need to be used.

Parents have a responsibility to make sure their children arrive at school. The majority of parents and carers that take children to and from school tend to be female. As a result a higher proportion of women than men will be impacted by the proposals. The SCP service is provided to assist children to safely cross the road but this does not discharge parents from their responsibilities. It is a parental decision usually based on lifestyle as to who will accompany children to or from school. There is no evidence to suggest that women will be significantly disadvantaged as a result of the proposals.

## **5. Sexual Orientation**

We have no reason to believe that the proposals would have a greater or lesser effect on this equality strand.

## **6. Faith**

The proposal could result in the withdrawal of a school crossing patrol service from 8 faith schools including Roman Catholic, Jewish, and a Hindu school. However, the proposals classify SCP sites at other faith schools in the borough as priority sites where a service would continue to be provided.

No data is available correlating road safety casualty rates to type of faith.

We have no evidence or reason to believe that the proposals would have greater or lesser effect on children on account of their faith.

## **7. Maternity**

We have no reason to believe that the proposals would have a greater or lesser effect on this equality strand.

## **8. Pregnancy**

We have no reason to believe that the proposals would have a greater or lesser effect on this equality strand.

## **Other Key Issues**

### **Socio-economic factors**

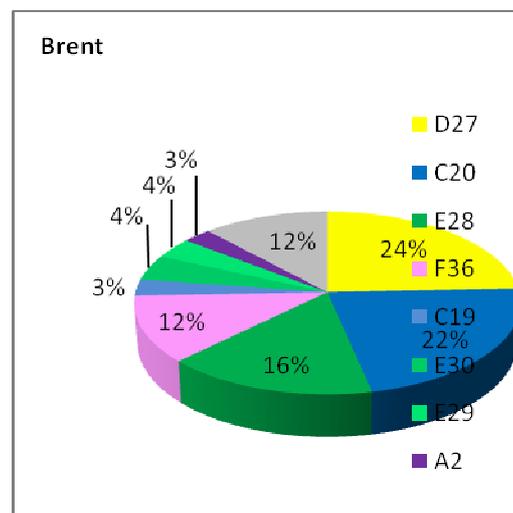
The Council's Road Danger Reduction Plan 2007-2011 outlined that the number of young people from African Caribbean and Asian communities involved in road accidents was comparatively higher than their white counterparts, however, it also identified that Children in Socioeconomic class V are five times more likely to be killed on the road than children in Socio-economic Class I. A high proportion of pedestrians injured are children or elderly people, reflecting both their greater vulnerability and their greater dependence on getting around on foot in the presence of road traffic.

The table below provides information on the profile of Brent’s residents.

**Brent 2009**

Mosaic Profile

Mosaic Type		Brent	
		Number	%
D27	Multi-cultural inner city terraces attracting second generation settlers from diverse communities	26368	24.3
C20	Suburbs sought after by the more successful members of the Asian community	24240	22.4
E28	Neighbourhoods with transient singles living in multiply occupied large old houses	17240	15.9
F36	High density social housing, mostly in inner London, with high levels of diversity	12797	11.8
C19	Singles and childless couples increasingly taking over attractive older suburbs	3122	2.9
E30	Young professionals and their families who have gentrified terraces in pre 1914 suburbs	4936	4.6
E29	Economically successful singles, many living in privately rented inner city flats	4011	3.7
A2	Highly educated senior professionals, many working in the media, politics and law	2881	2.7
Other			11.8



The top three mosaic types across Brent are D27, C20 and E28.

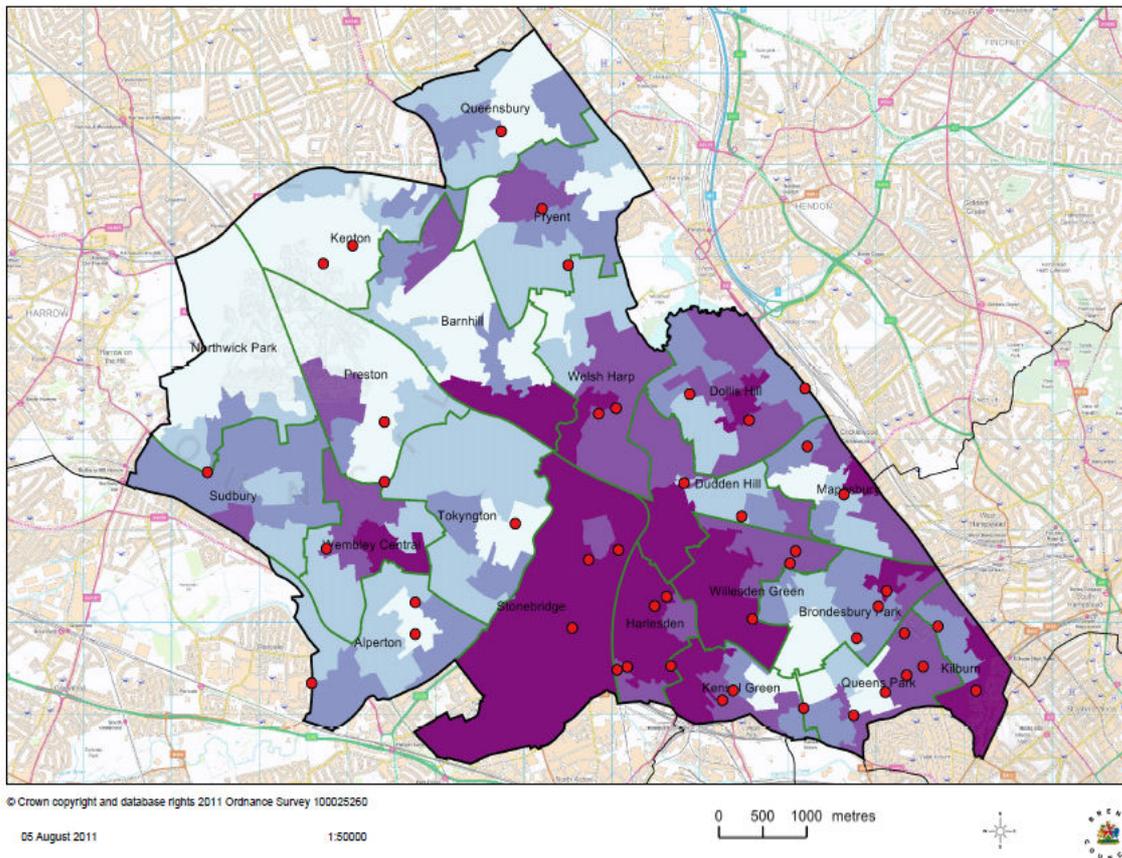
**Income and Deprivation**

Whilst income and deprivation is not an equality strand, this issue is of concern in terms of schools ability to raise funds to ‘buy back’ a school crossing patrol service.

Although many of Brent's residents are affluent, parts of the borough continue to suffer high levels of social and economic disadvantage. Nationally, Brent is ranked 53rd out of 354 areas in the Indices of Multiple Deprivation (IMD) 2007 (1=most deprived,354=least deprived).This is a drop of 28 places from 2004, moving Brent from being within the 25% most deprived local authorities in the country to be within the 15% most deprived.

The map below identifies areas of highest deprivation and the location of SCP sites..

## IMD 2010 with School Crossing Patrols



The neighbourhoods experiencing the highest levels of deprivation are largely located in the south of Brent. However, this situation is changing with levels of deprivation now seen in pockets of the north of the borough. Indeed, 19 out of Brent's 21 neighbourhoods have become more deprived.. The specific reasons for this rise in deprivation are not fully known, but the most deprived residents also have the lowest income levels, highest unemployment levels, poor and overcrowded housing and the worst health outcomes 23. The prevalence of life-limiting health conditions and health inequalities is also higher within the localities (Harlesden, Willesden and Kilburn) experiencing greatest deprivation.

The proposals will see the cessation of provision at a number of schools within wards with high deprivation as well as the continuation of provision at a number of other schools within the same wards.

There is no evidence that the proposals will significantly and disproportionately impact on schools in wards with high levels of deprivation. The proposals include arrangements to support schools in identifying suitable arrangements to buy-back SCP provision if they perceive it as a priority. These arrangements will mitigate against disproportionate impact flowing from location.

## Other Key Issues

### Impact on Social Cohesion

School Crossing Patrols are often considered an integral part of the school community and are generally highly valued by children, parents and carers, as well as the schools themselves. They provide a highly visual service and this can promote the feeling of a safe environment and encourage walking and cycling to school and therefore a healthy lifestyle. In recent years, many patrols have also

helped deliver key road safety education messages and are also well known within the wider community.

Concerns were raised during consultation that the proposed changes may initially have a detrimental effect on community cohesion in the areas where the school crossing patrol service is withdrawn as children, parents and carers may not feel as safe and choose to walk or cycle to school.

There is no evidence that these concerns are disproportionately shared by residents of a particular age, gender, disability, race or faith. Similarly there is no evidence that those who were concerned about this issue believed the proposals would disproportionately impact on one particular group or another in relation to this issue.

The contribution that SCP officers can make to the school community is recognised by the Council. However the primary purpose of the SCP service, and the staff within it, is to make a contribution to maintaining road safety by helping children to cross the road.

There is no evidence that the proposals will have a significantly detrimental impact on community cohesion within the Borough as a whole or within particular areas. Similarly there is no evidence that the proposals will impact on cohesion with or between particular groups.

## ANNEXE C – RISK MITIGATION

Risk	Level of risk	Comments & Mitigation
Increase in road casualties across Brent.	low	<p>There is no definitive evidence that the provision of a SCP service prevents road accidents and resultant casualties. Adoption of the prioritisation model will result in continued provision at locations with greatest activity and limited physical site safety measures and this will mitigate against an increase in road accidents in Brent. Further site safety measures e.g. raised pedestrian crossing points, additional refuge islands etc. would further reduce risk.</p> <p>Outreach (pedestrian skills) work within those schools where the service is no longer to be provided will further mitigate against this risk.</p> <p>Work to ensure that warning signs and road markings etc (in the vicinity of schools where the service is no longer to be provided) are reviewed, to check they are adequate and subsequently refreshed or improved to highlight the likelihood of children crossing the road will further mitigate against this risk.</p> <p>Prioritisation of parking enforcement activity (at schools where the service is no longer to be provided) will further mitigate against risk.</p>
Increase in road casualties at sites where service is discontinued	medium	<p>Although it is intuitive that sites with a “dual level of protection” (ie with a school crossing patrol and facilities such as a controlled crossing) must be safer than those without a SCP officer, there is no evidence that accidents will increase at sites where the service is to be discontinued.</p> <p>Outreach (pedestrian skills) work within those schools where the service is no longer to be provided will further mitigate against this risk.</p> <p>Work to ensure that warning signs and road markings etc (in the vicinity of schools where the service is no longer to be provided) are reviewed, to check they are adequate and subsequently refreshed or improved to highlight the likelihood of children crossing the road will further mitigate against this risk.</p> <p>Prioritisation of parking enforcement activity (at schools where the service is no longer to be provided) will further mitigate against risk.</p> <p>The continuation of provision of a service (at locations where it would otherwise be discontinued) by agreement with individual schools would obviate this risk.</p>
Increase in the number of	Low/medium	Typically, the proportion of children travelling to

<p>children travelling to school by car at those schools where service is discontinued.</p>		<p>school by car is driven by factors (lifestyle issues) other than road safety concerns.  This risk can be mitigated by outreach work to enhance pedestrian skills and a focus on Travel Planning in those schools where the service is discontinued. Meetings would be held in the evenings to educate parents on road safety and to promote sustainable transport.  Prioritisation of parking enforcement activity (at schools where the service is no longer to be provided) will further mitigate against risk.</p>
<p>Equality Strands</p> <p>1. Age Equality</p> <p>2. Race Equality</p> <p>3. Disability</p> <p>4. Gender</p> <p>5. Sexual Orientation</p> <p>6. Faith</p> <p>7. Maternity</p> <p>8. Pregnancy</p> <p>Other</p>	<p>High</p> <p>Medium</p> <p>Low</p> <p>Medium</p> <p>N/A</p> <p>N/A</p> <p>N/A</p> <p>N/A</p>	<p>The age of the children most affected by the withdrawal of school crossing patrols are those under 12 years of age and specifically those between 6 and 11 years as younger children are always accompanied by parents or carers. Road safety education (RSE) targeted at this age group would improve road craft and mitigate risk.</p> <p>BME and particularly children from an Afro-Caribbean ethnicity are more vulnerable. Road safety education would be targeted to more vulnerable groups to mitigate risk.</p> <p>The statistics indicate that only 1.7% of primary children are registered as SEN. Road safety education would include suitable media for these children.</p> <p>The statistic indicate that boys are more likely to be involved in traffic related accidents than girls. RSE would include material suitable for both boys and girls. Further investigation will be carried out to ascertain how the effectiveness of educational material can be improved.</p> <p>Mitigation can include; RSE targeted to improve driver behaviour,. RSE aimed at parents. Road safety campaign aimed at improving driver behaviour. Joint working with the metropolitan and community police to improve driver behaviour. Parking enforcement near schools.</p>

